

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
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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.) ☒ 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 SARGENT & LUNDY SAVINGS INVESTMENT PLAN
1b	Three-digit plan number (PN) ▶ 003
1c	Effective date of plan 01/01/1981
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) SARGENT & LUNDY 55 EAST MONROE STREET CHICAGO, IL 60603
2b	Employer Identification Number (EIN) 36-1729848
2c	Plan Sponsor's telephone number 312-269-2130
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.	10/10/2025	DAWN MCMILLIN
	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 c Plan Name	4b EIN 4d PN
5 Total number of participants at the beginning of the plan year	5 4649
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) 2892 6a(2) 3311 6b 308 6c 1406 6d 5025 6e 25 6f 5050 6g(1) 4630 6g(2) 5016 6h 67
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:
 2G 2J 2K 2S 2T 3F 2E 2F 2R

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 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 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
		2024
		This Form is Open to Public Inspection.

For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024		
A Name of plan SARGENT & LUNDY SAVINGS INVESTMENT PLAN	B Three-digit plan number (PN) ▶	003
C Plan sponsor's name as shown on line 2a of Form 5500 SARGENT & LUNDY	D Employer Identification Number (EIN) 36-1729848	

Part I	Service Provider Information (see instructions)
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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)..... ☒ 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)

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	282027	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

(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 60 64 65 71	RECORDKEEPER	-431102	Yes ☒ No ☐	Yes ☒ No ☐	0	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.
ABF BALANCED R5 - SS&C GIDS, INC 1345 AVENUE OF THE AMERICAS NEW YORK, NY 10105	0.04%

(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.
ABF INTL EQUITY R5 - SS&C GIDS, IN 1345 AVENUE OF THE AMERICAS NEW YORK, NY 10105	0.04%

(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.
ABF LG CAP VAL R5 - SS&C GIDS, INC 1345 AVENUE OF THE AMERICAS NEW YORK, NY 10105	0.04%

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.
ABF SM CAP VAL R5 - SS&C GIDS, INC 1345 AVENUE OF THE AMERICAS NEW YORK, NY 10105	0.04%

(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.
ALGER CAP APPREC I - UMB FUND SERV 39-1657495	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.
ALGER MIDCAP GRTH I - UMB FUND SER 39-1657495	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.
ALGER SM CAP GR IS I - UMB FUND SE 39-1657495	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.
AM CENT SM COMPANY I - AMERICAN CE 44-0619208	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.
AMG GW&K ESG BOND I - BNY MELLON I 500 ROSS STREET PITTSBURGH, PA 53442	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.
AMG V ASIA PACIFIC I - BNY MELLON 500 ROSS STREET PITTSBURGH, PA 53442	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.
ARIEL APPREC INST - U.S. BANK GLOB 615 EAST MICHIGAN STREET MILWAUKEE, WI 53202	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.
ARIEL FUND INST - U.S. BANK GLOBAL 615 EAST MICHIGAN STREET MILWAUKEE, WI 53202	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.
AS GOVT SECS IS - SS&C GIDS, INC 1345 AVENUE OF THE AMERICAS NEW YORK, NY 10105	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.
AS OPPORTUNITY IS - SS&C GIDS, INC 1345 AVENUE OF THE AMERICAS NEW YORK, NY 10105	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.
BARON ASSET INST - SS&C GLOBAL INV 1345 AVENUE OF THE AMERICAS NEW YORK, NY 10105	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.
BARON GROWTH INST - SS&C GLOBAL IN 1345 AVENUE OF THE AMERICAS NEW YORK, NY 10105	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.
C&S INST REALTY SHS - SS&C GIDS, I 1345 AVENUE OF THE AMERICAS NEW YORK, NY 10105	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 BALANCED I - SS&C GIDS, IN 1345 AVENUE OF THE AMERICAS NEW YORK, NY 10105	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.
CALVERT EQUITY I - SS&C GIDS, INC 1345 AVENUE OF THE AMERICAS NEW YORK, NY 10105	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 INTL EQ I - SS&C GIDS, INC 1345 AVENUE OF THE AMERICAS NEW YORK, NY 10105	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 MID-CAP I - SS&C GIDS, INC 1345 AVENUE OF THE AMERICAS NEW YORK, NY 10105	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.
CB VALUE TR I - FRANKLIN TEMPLETON 94-3167260	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.
DWS CROCI EQ DIV IS - DWS SERVICE 210 W. 10TH STREET KANSAS CITY, MO 64105	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.
FPA CRESCENT - UMB FUND SERVICES I 39-1657495	0.35%

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.
FPA CRESCENT - UMB FUND SERVICES I 39-1657495	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.
HRDG LVNR INTL EQ IS - NORTHERN TR 333 SOUTH WABASH AVENUE CHICAGO, IL 60604	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.
J H GLB RESEARCH I - JANUS HENDERS 151 DETROIT STREET DENVER, CO 80206	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.
MSIF ACTIVE INTL I - SS&C GLOBAL I 1345 AVENUE OF THE AMERICAS NEW YORK, NY 10105	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.
NB CORE BOND INST - SS&C GLOBAL IN 1345 AVENUE OF THE AMERICAS NEW YORK, NY 10105	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.
NB FOCUS INST - SS&C GLOBAL INVEST 1345 AVENUE OF THE AMERICAS NEW YORK, NY 10105	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.
NB LG CAP VAL INST - SS&C GLOBAL I 1345 AVENUE OF THE AMERICAS NEW YORK, NY 10105	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.
NB LRG CP GRTH INSTL - SS&C GLOBAL 1345 AVENUE OF THE AMERICAS NEW YORK, NY 10105	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.
PRMCP ODYSSEY STOCK - U.S. BANK GL 615 EAST MICHIGAN STREET MILWAUKEE, WI 53202	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.	
RHJ MICRO CAP - SS&C GLOBAL INVEST 1345 AVENUE OF THE AMERICAS NEW YORK, NY 10105	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.	
TCHSTN FOCUSED I - BNY MELLON INVE 500 ROSS STREET PITTSBURGH, PA 53442	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.	
TCW CONC LRG CP GR I - U.S. BANCOR 615 EAST MICHIGAN STREET MILWAUKEE, WI 53201	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.
VICT CRNSTN MOD AGGR - VICTORY CAP 9800 FREDERICKSBURG ROAD SAN ANTONIO, TX 78288	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.
VICT EMRG MKTS INST - VICTORY CAPI 9800 FREDERICKSBURG ROAD SAN ANTONIO, TX 78288	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.
VICT GOVT SEC INST - VICTORY CAPIT 9800 FREDERICKSBURG ROAD SAN ANTONIO, TX 78288	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.
VICT GROWTH INST - VICTORY CAPITAL 9800 FREDERICKSBURG ROAD SAN ANTONIO, TX 78288	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.
VICT INCOME INST - VICTORY CAPITAL 9800 FREDERICKSBURG ROAD SAN ANTONIO, TX 78288	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.
VICT INCOME STK INST - VICTORY CAP 9800 FREDERICKSBURG ROAD SAN ANTONIO, TX 78288	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.
VICT INTL INST - VICTORY CAPITAL T 9800 FREDERICKSBURG ROAD SAN ANTONIO, TX 78288	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.
VRS SMALL CAP GRTH Y - FIS INVESTO 14785 PRESTON ROAD SUITE 1000 DALLAS, TX 75254	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.
EDGEWOOD GROWTH FD INSTL CL 1 FREEDOM VALLEY DR OAKS, PA 19456	0.12%

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.
AT DISCIPLINED EQUITY INSTITUTIONA 1 FREEDOM VALLEY DR SMITHFIELD, RI 02917	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.
IMAN FD RETAIL SHARES 721 ENTERPRISE DR OAKBROOK, IL 60523	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.
AMANA MUTUAL FD TRUST GROWTH 1300 NORTH STATE ST BELLINGHAM, WA 98225	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.
ARTISAN INTL VALUE FD INV 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.
BNY MELLON LRG CAPSECURITIES FD 144 GLENN CURTISS BLVD 8TH FL UNIONDALE, NY 11556	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.
BAIRD INTER BOND FD INSTL CL 777 E. WISCONSIN AVE 18TH FL MILWAUKEE, WI 53202	0.03%

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.
BARON FOCUSED GROWTHFD 767 5TH AVE 49TH FL NEW YORK, NY 10153	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.
BLACKROCK STRATEGIC INC OPPRTSI 40 EAST 52ND ST NEW YORK, NY 10022	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.
BLACKROCK SYSTEMATICMULTI STRATEGY 40 EAST 52ND ST NEW YORK, NY 10022	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.
BRIDGEWAY SM CAP VALUE FD CL N 20 GREENWAY PLAZA STE 450 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.
BUFFALO SM CAP GROWTH 615 E. MICHIGAN ST MILWAUKEE, WI 53202	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.
CALAMOS MARKET NEUTRAL INC CL I 2020 CALAMOS COURT NAPERVILLE, IL 60563	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.
CARILLON REAMS UNCONSTRAINED BOND P. O. BOX 33022 ST PETERSBURG, FL 33733-8022	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 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 ACORN EUROPEAN FD CL A 225 FRANKLIN ST BX25 10320 BOSTON, MA 02110	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.
DIAMOND HILL LONG SHRT FD CL I 325 JOHN H MCCONNELL BLVD STE 200 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.
EATON VANCE GREATER INDIA FD CLAS TWO INTERNATIONAL PLACE BOSTON, MA 02110	\$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.
FPA CRESCENT FD 11601 WILSHIRE BLVD STE 1200 LOS ANGELES, CA 90025	0.35%

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.
FEDERATED HERMES OPPOR HIGH YLD BD 4000 ERICSSON DR WARRENDALE, PA 15086-7515	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.
FIRST EAGLE GLOBAL CL A 1345 AVE OF THE AMERICAS 48TH FLR NEW YORK, NY 10105	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.
JP MORGAN MID CAP VALUE FD CL 1111 POLARIS PARKWAY COLUMBUS, OH 43240	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.
GOLDMAN SACHS TECH OPPORTUNITIES C 71 S. WACKER DR 4TH FL CHICAGO, IL 60606	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.
OAKMARK FD INVT CL 111 SOUTH WACKER DR. CHICAGO, IL 60606	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.
JANUS HENDERSON ENTERPRISE T 151 DETROIT ST. DENVER, CO 80206	0.35%

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.
JANUS HENDERSON ENTERPRISE I 151 DETROIT ST. DENVER, CO 80206	\$15.00

(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.
JPMORGAN MORTGAGE BACKED SEC CL 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.
MFS INTERNATIONAL INTRINSIC VALUE 111 HUNTINGTON AVE BOSTON, MA 02199-7632	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.
NYLI MACKAY CONVERTIBLE CL I 30 HUDSON ST 23RD FL ARLINGTON, NJ 07032	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.
MATTHEWS EMERG MRKTSSM COMPANIES I 4 EMBARCADERO CENTER STE 550 SAN FRANCISCO, CA 94111	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.
MATTHEWS CHINA FD 4 EMBARCADERO CENTER STE 550 SAN FRANCISCO, CA 94111	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.
MATTHEWS INDIA FD 4 EMBARCADERO CENTER STE 550 SAN FRANCISCO, CA 94111	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.
MORGAN STANLEY GLOBAL OPPORTUNITY 522 FIFTH AVE 4TH FL NEW YORK, NY 10036	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.
NUVEEN DIVIDEND GROWTH CL I 333 WEST WACKER DR CHICAGO, IL 60606	0.07%

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.
NUVEEN FLOATING RATE INC I 333 WEST WACKER DR CHICAGO, IL 60606	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.
NUVEEN HIGH YIELD INC I 333 WEST WACKER DR CHICAGO, IL 60606	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.
OBERWEIS SM CAP OPPORTUNITIES IN 3333 WARRENVILLE RD STE. 500 LISLE, IL 60532	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.	
PARNASSUS VALUE EQUITY INSTITUTION 1 MARKET ST STEUART TOWER STE 1600 SAN FRANCISCO, CA 94105	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.	
IMPAX ELLEVATE GLBL WOMENS LDERSP 1290 BROADWAY STE 1100 DENVER, CO 80203	0.12%	
(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.	
PIMCO LOW DURATION INC FD CL A 1633 BROADWAY NEW YORK, NY 10019	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.
PIMCO INC FD CL A 1633 BROADWAY NEW YORK, NY 10019	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.
T ROWE PRICE HEALTH SCIENCES 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.
PRIMECAP ODYSSEY AGGRESSIVE GRWTH 2020 E. FINANCIAL WAY STE 100 GLEN DORA, CA 91741	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.
T ROWE PRICE DIVIDEND GROWTH 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 CAP APPRECIATION 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 FINANCIAL SERVICES 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.
T ROWE PRICE ALL CAPOPPORTUNITIES 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%

(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 SCIENCE& TECHNOLOGY 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.
STONE RIDGE HIGH YLD REINSRNC RSK 510 MADISON AVE NEW YORK, NY 10022	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.
NUVEEN REAL ESTATE SECURITIES SEL 333 WEST WACKER DR NEW YORK, NY 10017	0.12%

(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.
VALUE LINE MID CAP FOCUSED INVT 7 TIMES SQUARE STE 1606 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.
VIRTUS KAR MID CAP GROWTH FD CL I 100 SUMMIT LAKE DR 201 GREENFIELD, MA 01301	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.
WASATCH MICROCAP 505 WAKARA WAY STE 300 SALT LAKE CITY, UT 84108	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.
ALLSPRING SHORT TERMHIGH INC INS 525 MARKET ST MAC A0103 122 SAN FRANCISCO, CA 94105	0.15%

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 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 SARGENT & LUNDY SAVINGS INVESTMENT PLAN		B Three-digit plan number (PN) ▶ 003
C Plan or DFE sponsor's name as shown on line 2a of Form 5500 SARGENT & LUNDY		D Employer Identification Number (EIN) 36-1729848

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)		
a Name of MTIA, CCT, PSA, or 103-12 IE: FIDELITY SHORT INTMEDIATE COM POOL			
b Name of sponsor of entity listed in (a): FIDELITY MANAGMENT TRUST CO			
c EIN-PN 04-3022712-096	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 102648234	
a Name of MTIA, CCT, PSA, or 103-12 IE: VANGUARD TARGET 2025			
b Name of sponsor of entity listed in (a): VANGUARD FIDUCIARY TRUST COMPANY			
c EIN-PN 90-6083980-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 20925705	
a Name of MTIA, CCT, PSA, or 103-12 IE: VANGUARD TARGET 2035			
b Name of sponsor of entity listed in (a): VANGUARD FIDUCIARY TRUST COMPANY			
c EIN-PN 90-6083976-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 24371419	
a Name of MTIA, CCT, PSA, or 103-12 IE: VANGUARD TARGET 2065			
b Name of sponsor of entity listed in (a): VANGUARD FIDUCIARY TRUST COMPANY			
c EIN-PN 82-6194314-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 10788494	
a Name of MTIA, CCT, PSA, or 103-12 IE: VANGUARD TARGET 2045			
b Name of sponsor of entity listed in (a): VANGUARD FIDUCIARY TRUST COMPANY			
c EIN-PN 90-6083972-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 51535371	
a Name of MTIA, CCT, PSA, or 103-12 IE: VANGUARD TARGET 2040			
b Name of sponsor of entity listed in (a): VANGUARD FIDUCIARY TRUST COMPANY			
c EIN-PN 90-6083974-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 31235201	
a Name of MTIA, CCT, PSA, or 103-12 IE: VANGUARD TARGET 2020			
b Name of sponsor of entity listed in (a): VANGUARD FIDUCIARY TRUST COMPANY			
c EIN-PN 90-6083982-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 15546147	

a Name of MTIA, CCT, PSA, or 103-12 IE: VANGUARD TARGET 2050

b Name of sponsor of entity listed in (a): VANGUARD FIDUCIARY TRUST COMPANY

c EIN-PN 90-6083970-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 69845132
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a Name of MTIA, CCT, PSA, or 103-12 IE: VANGUARD TARGET 2055

b Name of sponsor of entity listed in (a): VANGUARD FIDUCIARY TRUST COMPANY

c EIN-PN 27-6715091-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 34850290
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a Name of MTIA, CCT, PSA, or 103-12 IE: VANGUARD TARGET INC

b Name of sponsor of entity listed in (a): VANGUARD FIDUCIARY TRUST COMPANY

c EIN-PN 90-6083967-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 11005221
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a Name of MTIA, CCT, PSA, or 103-12 IE: VANGUARD TARGET 2030

b Name of sponsor of entity listed in (a): VANGUARD FIDUCIARY TRUST COMPANY

c EIN-PN 90-6083978-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 17151227
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a Name of MTIA, CCT, PSA, or 103-12 IE: VANGUARD TARGET 2060

b Name of sponsor of entity listed in (a): VANGUARD FIDUCIARY TRUST COMPANY

c EIN-PN 45-3799419-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 25347521
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a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
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a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
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a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
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a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
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a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
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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
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
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
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

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
		2024
		This Form is Open to Public Inspection
For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024		
A Name of plan SARGENT & LUNDY SAVINGS INVESTMENT PLAN		B Three-digit plan number (PN) ▶ 003
C Plan sponsor's name as shown on line 2a of Form 5500 SARGENT & LUNDY		D Employer Identification Number (EIN) 36-1729848

Part I	Asset and Liability Statement		
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	0
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)	0	0
(2) Participant contributions.....	1b(2)	0	0
(3) Other	1b(3)	17754	292
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)	22365272	22964015
(2) U.S. Government securities	1c(2)	825534	368610
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)	0	0
(B) All other	1c(3)(B)	245305	222580
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)	109568	138149
(B) Common	1c(4)(B)	32922755	39905020
(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)	7257698	7804306
(9) Value of interest in common/collective trusts	1c(9)	373851856	415249962
(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)	658712014	760408219
(14) Value of funds held in insurance company general account (unallocated contracts).....	1c(14)	0	0
(15) Other.....	1c(15)	0	-72678

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	1096307756	1246988475
Liabilities			
g Benefit claims payable	1g	0	0
h Operating payables	1h	25262	23075
i Acquisition indebtedness	1i	0	0
j Other liabilities	1j	27681	4994
k Total liabilities (add all amounts in lines 1g through 1j)	1k	52943	28069
Net Assets			
l Net assets (subtract line 1k from line 1f)	1l	1096254813	1246960406

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)	20290616	
(B) Participants	2a(1)(B)	43406304	
(C) Others (including rollovers)	2a(1)(C)	10832899	
(2) Noncash contributions	2a(2)	0	
(3) Total contributions. Add lines 2a(1)(A) , (B) , (C) , and line 2a(2)	2a(3)		74529819
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)	1104674	
(B) U.S. Government securities	2b(1)(B)	18362	
(C) Corporate debt instruments	2b(1)(C)	9033	
(D) Loans (other than to participants)	2b(1)(D)	0	
(E) Participant loans	2b(1)(E)	555108	
(F) Other	2b(1)(F)	0	
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		1687177
(2) Dividends: (A) Preferred stock	2b(2)(A)	12270	
(B) Common stock	2b(2)(B)	385643	
(C) Registered investment company shares (e.g. mutual funds)	2b(2)(C)	35041694	
(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)		35439607
(3) Rents	2b(3)		0
(4) Net gain (loss) on sale of assets: (A) Aggregate proceeds	2b(4)(A)	102312962	
(B) Aggregate carrying amount (see instructions)	2b(4)(B)	98492231	
(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result	2b(4)(C)		
(5) Unrealized appreciation (depreciation) of assets: (A) Real estate	2b(5)(A)	0	
(B) Other	2b(5)(B)	6708975	
(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)		34030535
(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)		88366229
c Other income	2c		2626547
d Total income. Add all income amounts in column (b) and enter total	2d		247209620

Expenses

e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	96351838	
(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)		96351838
f Corrective distributions (see instructions)	2f		6795
g Certain deemed distributions of participant loans (see instructions)	2g		22883
h Interest expense	2h		0
i Administrative expenses:			
(1) Salaries and allowances	2i(1)	0	
(2) Contract administrator fees	2i(2)	1200	
(3) Recordkeeping fees	2i(3)	-442695	
(4) IQPA audit fees	2i(4)	0	
(5) Investment advisory and investment management fees	2i(5)	564006	
(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)		122511
j Total expenses. Add all expense amounts in column (b) and enter total	2j		96504027

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d	2k		150705593
l Transfers of assets:			
(1) To this plan	2l(1)		0
(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: **CROWE LLP**

(2) EIN: **35-0921680**

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.)		☒	
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?	☒		20000000
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 2024 This Form is Open to Public Inspection.	
For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024					
A Name of plan SARGENT & LUNDY SAVINGS INVESTMENT PLAN				B Three-digit plan number (PN) ▶	003
C Plan sponsor's name as shown on line 2a of Form 5500 SARGENT & LUNDY				D Employer Identification Number (EIN) 36-1729848	
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) 2024 v. 240311	

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

- 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_____.

SARGENT & LUNDY
SAVINGS INVESTMENT PLAN
Chicago, Illinois

FINANCIAL STATEMENTS
December 31, 2024 and 2023

SARGENT & LUNDY
SAVINGS INVESTMENT PLAN
Chicago, Illinois

FINANCIAL STATEMENTS
December 31, 2024 and 2023

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INDEPENDENT AUDITOR'S REPORT

To the Plan Administrator of the
Sargent & Lundy Savings
Investment Plan
Chicago, Illinois

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

We have performed audits of the financial statements of Sargent & Lundy Savings Investment Plan (the 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, 2024 and 2023, and the related statement of changes in net assets available for benefits for the year ended December 31, 2024 and the related notes to the financial statements.

Management, having determined it is permissible in the circumstances, has elected to have the audits of the 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 a certification from a qualified institution as of December 31, 2024 and 2023, and for the year ended December 31, 2024, 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 Audit of the Financial Statements section

- the amounts and disclosures in the accompanying financial statements, 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 accompanying financial statements 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).

(Continued)

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the Auditor's 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 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 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. Management's election of the ERISA Section 103(a)(3)(C) audit 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 the Plan's ability to continue as a going concern for one year from 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.

Auditor's Responsibilities for the Audit of the Financial Statements

Except as described in the Scope and Nature of the ERISA Section 103(a)(3)(C) Audit 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 GAAS 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 GAAS, 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.

(Continued)

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 audit, significant audit findings, and certain internal control-related matters that we identified during the audit.

Other Matter – Supplemental Schedules Required by ERISA

The supplemental schedule of Schedule H, Line 4i – Schedule of Assets (Held at End of Year) as of December 31, 2024, is presented for purposes of additional analysis and is not a required part of the financial statements but is 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 schedule, 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 GAAS. For information included in the supplemental schedule 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 schedule, we evaluated whether the supplemental schedule, other than the information agreed to or derived from the certified investment information, including its form and content, is 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 schedule, other than the information in the supplemental schedule 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 schedule 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).


Crowe LLP

Chicago, Illinois
October 10, 2025

SARGENT & LUNDY
SAVINGS INVESTMENT PLAN
STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS
December 31, 2024 and 2023

	<u>2024</u>	<u>2023</u>
ASSETS		
Investments, at fair value	\$ 1,239,156,100	\$ 1,088,997,115
Receivables		
Notes receivable from participants	<u>7,804,306</u>	<u>7,257,698</u>
Total assets	<u>1,246,960,406</u>	<u>1,096,254,813</u>
 NET ASSETS AVAILABLE FOR BENEFITS	 <u>\$ 1,246,960,406</u>	 <u>\$ 1,096,254,813</u>

See notes to financial statements.

SARGENT & LUNDY
SAVINGS INVESTMENT PLAN
STATEMENT OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS
Year ended December 31, 2024

Additions to net assets attributed to:

Investment income	
Net appreciation in fair value of investments	\$ 135,773,909
Interest and dividend income	37,359,213
Contributions	
Employer	20,290,617
Employee	43,406,304
Rollover	<u>10,832,899</u>
Total contributions	<u>74,529,820</u>
Total additions	247,662,942

Deductions from net assets attributed to:

Benefits paid to participants	96,358,633
Administrative expenses	<u>598,716</u>
Total deductions	<u>96,957,349</u>

Net increase in net assets available for benefits 150,705,593

Net assets available for benefits

Beginning of year	<u>1,096,254,813</u>
End of year	<u>\$ 1,246,960,406</u>

See notes to financial statements.

SARGENT & LUNDY
SAVINGS INVESTMENT PLAN
NOTES TO FINANCIAL STATEMENTS
December 31, 2024 and 2023

NOTE 1 - PLAN DESCRIPTION

The Sargent & Lundy Savings Investment Plan ("the Plan") is a defined contribution plan covering all eligible employees, as defined, of Sargent & Lundy, L.L.C.; and S&L Engineers, Ltd (collectively, "the Company"). The Plan is subject to the applicable provisions of the Employee Retirement Income Security Act of 1974 ("ERISA"), as amended. A further description of the Plan can be obtained from the plan document.

Contributions: Participants may make pretax, after-tax and Roth contributions subject to a combined maximum of the limits as defined in the plan document. Contributions are subject to the contribution limitations of the Internal Revenue Code ("IRC"). Absent an election in the first 35 days of employment, newly hired full-time employees will be automatically enrolled in the Plan at a pretax contribution rate of 6% of eligible compensation. The Plan has also adopted a contribution escalation clause which provides that, unless declined, each impacted participant who is contributing less than 10% of compensation to the Plan shall be deemed to have elected to increase his or her contribution percentage by 1% on each April 1, until the rate reaches 10% of compensation.

The Company contributes 50% of the first 6% of base compensation that an eligible participant contributes to the Plan. Additionally, the Company may make a discretionary contribution (non-matching contributions) to active eligible employees participating in the Plan. During 2024, the Company made a discretionary contribution of 3% of base compensation.

Participant Accounts: Each participant's account is credited with the participant's contribution and allocation of the Company's contribution (if eligible), investment earnings, and charged with his or her withdrawals and any applicable transaction fees. The benefit to which a participant is entitled is the participant's vested account balances.

Notes Receivable from Participants: Participants may obtain loans from plan assets based on individual account balances not to exceed the lesser of \$50,000 or one half of their vested balance. Interest is charged at the U.S. prime rate, as quoted by the *Reuters News Service* as of the first day of the month in which the note is requested, plus 1 percentage point. The rate is fixed for the term of the note. Principal and interest payments over a period from 12 to 60 months are due semi-monthly for active full-time employees and monthly for terminated and temporary employees.

Vesting: Participants are immediately fully vested in participant contributions and fully vested in all employer contributions after one year of service.

Forfeited Accounts: The non-vested portion of terminated participant accounts are forfeited and may be used to reduce future company contributions, reduce plan expenses, or pay for new services.

Investment Options: Employees can choose any investment fund option offered or individual security investments (through a brokerage account option) to allocate their account balances. The Stable Value Fund, arranged through Fidelity Management Trust Company ("Fidelity") specifically for the Company, is composed of fixed income-type investments, such as individual and commingled guaranteed investment contracts, which are structured to yield a stable positive rate of return. The contributions made by each participant, as well as Company contributions, are allocated to investments based on elections made by the participant or to a default fund if no election is made.

Payment of Benefits: On termination of service, a participant may elect to remain in the Plan or choose from a number of distribution or loan options (some restrictions may apply). These options also apply to the beneficiary of a deceased participant. Participants who are age 59½ or greater are eligible for in-services withdrawals. Hardship withdrawals are also permitted for purposes defined in the plan document.

(Continued)

SARGENT & LUNDY
SAVINGS INVESTMENT PLAN
NOTES TO FINANCIAL STATEMENTS
December 31, 2024 and 2023

NOTE 1 - PLAN DESCRIPTION (Continued)

Administration of the Plan and Trust: The Plan is administered by the Sargent & Lundy Savings Investment Plan Committee. The trust created by the Plan is administered by the trustee, Fidelity. Trustee fees, legal expenses, and various other costs incurred in connection with the administration of the Plan may be paid by the Company or from the trust fund.

NOTE 2 - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of Presentation: 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.

Use of Estimates: The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires the plan administrator to make estimates and assumptions that affect certain reported amounts and disclosures, and 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 by the Plan for an asset or paid by the Plan to transfer a liability (an exit price) in an orderly transaction between market participants on the measurement date in the Plan's principal or most advantageous market for the asset or liability. 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.

Notes Receivable from Participants: Notes receivable from participants are reported at their unpaid principal balance plus any accrued but unpaid interest, with no allowance for credit losses, as repayments of principal and interest are received through payroll deductions and the notes are collateralized by the participants' account balances.

Payment of Benefits: Benefits are recorded when paid. A participant who has attained the age of 59-1/2 and is fully vested in all of his account balances may irrevocably elect to withdraw in a lump sum all or any portion of the net credit balances in his accounts.

Risks and Uncertainties: The Plan provides for various investments that, in general, are exposed to various risks, such as interest rate, credit, liquidity and overall market volatility risks. Due to the level of risk and uncertainty associated with certain investments and the sensitivity of certain fair value estimates to changes in valuation assumptions, it is at least reasonably possible that changes in the fair values of investments will occur in the near term and that such changes could materially affect the amounts reported in the statements of net assets available for benefits and the participants' individual account balances.

Reclassifications: Some items in the prior year financial statements and footnote disclosures were reclassified to conform to the current presentation. Reclassifications had no effect on prior year net assets available for benefits or the prior year net increase in net assets available for benefits.

(Continued)

SARGENT & LUNDY
SAVINGS INVESTMENT PLAN
NOTES TO FINANCIAL STATEMENTS
December 31, 2024 and 2023

NOTE 3 - CERTIFIED INVESTMENTS

Certain information related to investments and notes receivables from participants disclosed in the accompanying financial statements and ERISA-required supplemental schedule, including investments and notes receivable from participants held at December 31, 2024 and 2023, and net appreciation in fair value of investments, interest and dividends, and interest income on notes receivable from participants for the year ended December 31, 2024, was obtained by management and agreed to or derived from information certified as complete and accurate by Fidelity Management Trust Company (the trustee of the Plan).

NOTE 4 - FAIR VALUE MEASUREMENTS

Fair value measurements are determined by maximizing the use of observable inputs and minimizing the use of unobservable inputs when measuring fair value. The hierarchy places the highest priority on unadjusted quoted market prices in active markets for identical assets or liabilities (Level 1 measurements) and gives the lowest priority to unobservable inputs (Level 3 measurements). The three levels of inputs within the fair value hierarchy are defined as follows:

Level 1: Quoted prices (unadjusted) for identical assets or liabilities in active markets that the Plan has the ability to access as of the measurement date.

Level 2: Significant other observable inputs other than Level 1 prices such as quoted prices for similar assets or liabilities; quoted prices in markets that are not active; or other inputs that are observable or can be corroborated by observable market data.

Level 3: Significant unobservable inputs that reflect the Plan's own assumptions about the assumptions that market participants would use in pricing an asset or liability.

In some cases, a valuation technique used to measure fair value may include inputs from multiple levels of the fair value hierarchy. The lowest level of significant input determines the placement of the entire fair value measurement in the hierarchy.

The following descriptions of the valuation methods and assumptions used by the Plan to estimate the fair values of investments apply to investments held directly by the Plan.

Mutual Funds: The fair values of mutual fund investments are determined by obtaining quoted prices on nationally recognized securities exchanges (Level 1 inputs).

Common Stocks: The fair values of common stocks are determined by obtaining quoted prices on nationally recognized securities exchanges (Level 1 inputs).

Collective Trusts: The fair values of participation units held in collective trusts, including the stable value fund, are based on the net asset values reported by the fund managers as of the financial statement dates and recent transaction prices. Each collective trust provides for daily redemptions by the Plan at reported net asset values per share with no advance notice requirements.

Self-directed Brokerage Accounts: These primarily consist of mutual funds, common stocks, and interest-bearing cash, measured at fair value as described for these general investment types within this note.

(Continued)

SARGENT & LUNDY
SAVINGS INVESTMENT PLAN
NOTES TO FINANCIAL STATEMENTS
December 31, 2024 and 2023

NOTE 4 - FAIR VALUE MEASUREMENTS (Continued)

Interest-bearing Cash: Fair values of money market accounts and savings deposit accounts are estimated to approximate deposit account balances, payable on demand, as no discounts for credit quality or liquidity were determined to be applicable (Level 2 inputs).

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, 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 the reporting date.

Investments measured at fair value on a recurring basis are summarized below:

Fair Value Measurements at December 31, 2024, Using			
	<u>Total</u>	Quoted Prices in Active Markets for Identical Assets (Level 1)	Significant Other Observable Inputs (Level 2)
Mutual funds	\$ 739,116,287	\$ 739,116,287	\$ -
Brokerage account	83,773,419	70,511,517	13,261,902
Interest bearing cash	1,044,206	-	1,044,206
Collective trusts*	<u>415,222,188</u>	<u>-</u>	<u>-</u>
Total	<u>\$ 1,239,156,100</u>	<u>\$ 809,627,804</u>	<u>\$ 14,306,108</u>

Fair Value Measurements at December 31, 2023, Using			
	<u>Total</u>	Quoted Prices in Active Markets for Identical Assets (Level 1)	Significant Other Observable Inputs (Level 2)
Mutual funds	\$ 645,017,579	\$ 645,017,579	\$ -
Brokerage account	68,129,144	60,293,337	7,835,807
Interest bearing cash	2,037,896	-	2,037,896
Collective trusts*	<u>373,812,496</u>	<u>-</u>	<u>-</u>
Total	<u>\$ 1,088,997,115</u>	<u>\$ 705,310,916</u>	<u>\$ 9,873,703</u>

* Investments measured at fair value using net asset value per share (or its equivalent) as a practical expedient have not been classified in the fair value hierarchy. The fair value amounts presented in the hierarchy tables for such investments are intended to permit reconciliation of the fair value hierarchy to the investments at fair value line item presented in the statement of net assets available for benefits.

(Continued)

SARGENT & LUNDY
SAVINGS INVESTMENT PLAN
NOTES TO FINANCIAL STATEMENTS
December 31, 2024 and 2023

NOTE 5 - TAX STATUS

The Internal Revenue Service has determined and informed the Company by a letter dated October 7, 2015, that the Plan and related trust are designed in accordance with applicable sections of the Internal Revenue Code (IRC). Although the Plan has been amended since receiving the determination letter, the plan administrator believes that the Plan is designed and currently being operated in compliance with requirement of the IRC.

Accounting principles generally accepted in the United States of America require plan management to evaluate tax positions taken by the Plan. The plan administrator has analyzed the tax positions taken by the Plan, and has concluded that as of December 31, 2024 and 2023, there are no uncertain positions taken or expected to be taken that would require recognition of a liability (or asset) or disclosure in the financial statements. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress. The plan administrator believes it is no longer subject to income tax examinations for years prior to 2021.

NOTE 6 - PARTY-IN-INTEREST TRANSACTIONS

Parties-in-interest are defined under the Department of Labor Regulations as any fiduciary of the Plan, any party rendering service to the Plan, the employer and certain others.

Certain plan investments are managed by Fidelity Management Trust Company, the Plan's trustee, or are shares of mutual funds offered by Fidelity Investments, an affiliate of the Plan's trustee. Accordingly, these investments qualify as party-in-interest investments. Investment management and trustee fees are paid by the Plan and these expenses are reflected in the financial statements as a reduction of the return on the Plan's investments.

Participants in the Plan are permitted to borrow funds from their vested balance as described in Note 1. These assets qualify as party-in-interest transactions.

NOTE 7 - 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 continue to be 100% vested in their accounts.

NOTE 8 - SUBSEQUENT EVENTS

Plan management has evaluated subsequent events for recognition and disclosure through October 10, 2025, which is the date the financial statements were available to be issued.

SUPPLEMENTAL SCHEDULE

SARGENT & LUNDY SAVINGS INVESTMENT PLAN
SCHEDULE H, LINE 4i – SCHEDULE OF ASSETS (HELD AT END OF YEAR)
December 31, 2024

Name of Plan Sponsor:	Sargent & Lundy, L.L.C.
Employer Identification Number:	36-1729848
Three-Digit Plan Number:	003

(a)	(b)	(c)	(d)	(e)
Identity of Issuer, Borrower, Lessor or Similar Party	Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	Cost	Current Value	
	Mutual Funds			
Aberdeen Asset Management	ABDN Glb Abs Ret IC	**	\$	1,173,039
Archer Funds	ABF Balanced R5	**		692,113
Archer Funds	ABF Intl Equity R5	**		132,040
Archer Funds	ABF Large Cap Value R5	**		218,462
Archer Funds	ABF Small Cap Value R5	**		656,441
American Funds	AF Wash Mutl Inv R6	**		9,648,294
Alger	Alger Cap Apprec I Fund	**		2,611,584
Alger	Alger Midcap Growth I Fund	**		670,588
Alger	Alger Small Cap Growth IS IFund	**		565,831
American Century Investments	AC FOC LG CAP CAL R6	**		424,302
American Century Investments	Am Cent Sm Comp Inst	**		147,817
American Century Investments	Am Cent Ultra R6	**		922,576
AMG Funds	Amg Ren LG CP GR Z	**		335,260
AMG Funds	AMG GW&K ESG Bond I	**		136,369
AMG Funds	AMG GW&K SM MD CP Z	**		195,759
AMG Funds	AMG V Asia Pacific I	**		87,846
Ariel Mutual Funds	Ariel Appreciation Inst	**		297,824
Ariel Mutual Funds	Ariel Fund Inst	**		630,714
Artisan Funds	Artisan Intl Inst	**		6,889,493
Artisan Funds	Artisan Mid Cap Inst	**		850,109
AllSpring	AS Common Stcok R6	**		38,850
AllSpring	AS Govt Secs IS	**		195,178
AllSpring	AS Growth R6	**		1,820,361
AllSpring	AS Large Cap GRTH R6	**		38,390
AllSpring	AS Opportunity IS	**		312,234
AllSpring	AS Small Cap	**		144,861
Baron Funds	Baron Asset Inst	**		1,143,800
Baron Funds	Baron Growth Inst	**		1,483,522
Cohen & Steers Capital Mgmt	C&S Rlty Fund Shs	**		2,095,712
Calvert	Calvert Balanced I	**		1,314,334
Calvert	Calvert Equity I	**		714,135
Calvert	Calvert Intl Eq I	**		704,592
Calvert	Calvert Mid-Cap I	**		99,757
Legg Mason	CB Value Tr I	**		946,674
Deutsche Asset & Wealth Management U.S. Funds	DWS Core Equity R6	**		69,241
Deutsche Asset & Wealth Management U.S. Funds	DWS Croci Eq Div IS	**		490,394
Deutsche Asset & Wealth Management U.S. Funds	DWS Croci INTL R6	**		44,157

(Continued)

SARGENT & LUNDY SAVINGS INVESTMENT PLAN
SCHEDULE H, LINE 4i – SCHEDULE OF ASSETS (HELD AT END OF YEAR)
December 31, 2024

Name of Plan Sponsor:	Sargent & Lundy, L.L.C.
Employer Identification Number:	36-1729848
Three-Digit Plan Number:	003

(a)	(b)	(c)	(d)	(e)
Identity of Issuer, Borrower, Lessor or Similar Party	Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	Cost	Current Value	
<u>Mutual Funds</u> (Continued)				
Deutsche Asset & Wealth Management U.S. Funds	DWS Glb Sm Cap R6	**	\$	98,495
Deutsche Asset & Wealth Management U.S. Funds	DWS Sm Cap Grth R6	**		35,159
Domini Social Investors	Domini Impact Eq IS	**		174,622
* Fidelity Investments	FID Asset Manager 20% Fund	**		351,406
* Fidelity Investments	FID Asset Manager 30% Fund	**		134,040
* Fidelity Investments	FID Asset Manager 40% Fund	**		44,560
* Fidelity Investments	FID Asset Manager 50% Fund	**		145,846
* Fidelity Investments	FID Asset Manager 60% Fund	**		120,818
* Fidelity Investments	FID Asset Manager 70% Fund	**		14,664
* Fidelity Investments	FID Asset Manager 85% Fund	**		937,824
* Fidelity Investments	FID Balanced Fund K	**		4,343,927
* Fidelity Investments	FID Blue Chip Growth K6	**		18,093,342
* Fidelity Investments	FID Blue Chip Value	**		632,319
* Fidelity Investments	FID Canada Fund	**		1,184,577
* Fidelity Investments	FID Cap Appreciation K	**		1,342,628
* Fidelity Investments	FID Capital and Income Fund	**		5,450,349
* Fidelity Investments	FID China Region Fund	**		1,101,163
* Fidelity Investments	FID Contrafund Fund K6	**		26,343,970
* Fidelity Investments	FID Convertible Sec Fund	**		390,956
* Fidelity Investments	FID Disciplined Equity Fund K	**		479,934
* Fidelity Investments	FID Diversified Intl Fund K6	**		12,038,780
* Fidelity Investments	FID Dividend Growth Fund K	**		1,988,413
* Fidelity Investments	FID Emerging Asia	**		739,010
* Fidelity Investments	FID Emerging Mkts	**		348,616
* Fidelity Investments	FID Emerging Mkts K	**		2,497,573
* Fidelity Investments	FID Env Alt Energy	**		778,103
* Fidelity Investments	FID Equity Dividend Income K	**		1,535,554
* Fidelity Investments	FID Equity Income Fund K	**		774,727
* Fidelity Investments	FID Europe Fund	**		229,844
* Fidelity Investments	FID Ext Mkt IDX	**		8,091,003
* Fidelity Investments	FID Float Rt Hi Inc	**		3,467,563
* Fidelity Investments	FID Focused High Inc Fund	**		68,746
* Fidelity Investments	FID Focused Stock Fund	**		4,635,241
* Fidelity Investments	FID Freedom 2010 Fund	**		290,605
* Fidelity Investments	FID Freedom 2015 Fund	**		331,064
* Fidelity Investments	FID Freedom 2020 Fund	**		735,874
* Fidelity Investments	FID Freedom 2025 Fund	**		1,149,808
* Fidelity Investments	FID Freedom 2030 Fund	**		4,501,590
* Fidelity Investments	FID Freedom 2035 Fund	**		3,853,301

(Continued)

SARGENT & LUNDY SAVINGS INVESTMENT PLAN
SCHEDULE H, LINE 4i – SCHEDULE OF ASSETS (HELD AT END OF YEAR)
December 31, 2024

Name of Plan Sponsor:	Sargent & Lundy, L.L.C.
Employer Identification Number:	36-1729848
Three-Digit Plan Number:	003

(a)	(b)	(c)	(d)	(e)
Identity of Issuer, Borrower, Lessor or Similar Party	Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	Cost	Current Value	
	Mutual Funds (Continued)			
*	Fidelity Investments	FID Freedom 2040 Fund	**	\$ 1,520,551
*	Fidelity Investments	FID Freedom 2045 Fund	**	1,858,756
*	Fidelity Investments	FID Freedom 2050 Fund	**	3,500,949
*	Fidelity Investments	FID Freedom 2055 Fund	**	2,175,983
*	Fidelity Investments	FID Freedom 2060 Fund	**	1,072,314
*	Fidelity Investments	FID Freedom 2065 Fund	**	607,567
*	Fidelity Investments	FID Freedom Income K6	**	56,428
*	Fidelity Investments	FID Fund K	**	2,016,418
*	Fidelity Investments	FID GNMA	**	308,803
*	Fidelity Investments	FID Govt MMKT	**	1,305,867
*	Fidelity Investments	FID Growth and Income Fund	**	1,750,717
*	Fidelity Investments	FID Growth CO K Fund	**	17,664,495
*	Fidelity Investments	FID Growth Discovery K Fund	**	5,415,313
*	Fidelity Investments	FID Growth Strat K6	**	10,327,989
*	Fidelity Investments	FID High Income Fund	**	434,812
*	Fidelity Investments	FID Inflat PR Bond Fund	**	2,142,741
*	Fidelity Investments	FID Intermed Bond Fund	**	1,309,563
*	Fidelity Investments	FID Intl Cap Appreciation K6 Fund	**	1,155,102
*	Fidelity Investments	FID Intl Discovery K Fund	**	836,077
*	Fidelity Investments	FID Intl Growth	**	889,310
*	Fidelity Investments	FID Intl Index	**	6,363,105
*	Fidelity Investments	FID Intl Real Estate	**	175,446
*	Fidelity Investments	FID Intl Sm Cap Opp	**	305,895
*	Fidelity Investments	FID Intl Value	**	8,049,329
*	Fidelity Investments	FID INTM Government Income Fund	**	329,683
*	Fidelity Investments	FID Investment Growth Bond Fund	**	2,130,471
*	Fidelity Investments	FID Japan Fund	**	196,581
*	Fidelity Investments	FID Japan Smaller Co Fund	**	65,278
*	Fidelity Investments	FID Large Cap Stock K6 Fund	**	1,341,365
*	Fidelity Investments	FID Leveraged Co. Stk Fund	**	3,684,261
*	Fidelity Investments	FID Low Priced Stock K6	**	2,953,106
*	Fidelity Investments	FID Magellan K Fund	**	45,004,932
*	Fidelity Investments	FID Mega Cap Stock Fund	**	8,720,968
*	Fidelity Investments	FID Mid Cap Stock K Fund	**	4,113,420
*	Fidelity Investments	FID Mid Cap Value K6	**	1,493,675
*	Fidelity Investments	FID Mortgage Sec	**	77,524
*	Fidelity Investments	FID Multi Asset IDX	**	146,595

(Continued)

SARGENT & LUNDY SAVINGS INVESTMENT PLAN
SCHEDULE H, LINE 4i – SCHEDULE OF ASSETS (HELD AT END OF YEAR)
December 31, 2024

Name of Plan Sponsor:	Sargent & Lundy, L.L.C.
Employer Identification Number:	36-1729848
Three-Digit Plan Number:	003

(a)	(b)	(c)	(d)	(e)
Identity of Issuer, Borrower, Lessor or Similar Party	Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	Cost	Current Value	
	Mutual Funds (Continued)			
*	Fidelity Investments	FID NASDAQ Comp Indx	**	\$ 6,488,144
*	Fidelity Investments	FID Natural Res Fund	**	1,223,634
*	Fidelity Investments	FID New Markets Inc. Fund	**	806,799
*	Fidelity Investments	FID New Millen	**	1,337,087
*	Fidelity Investments	FID Nordic Fund	**	98,217
*	Fidelity Investments	FID OTC K Fund	**	6,955,572
*	Fidelity Investments	FID Overseas Fund	**	2,714,449
*	Fidelity Investments	FID Pacific Basin Fund	**	273,424
*	Fidelity Investments	FID Puritan Fund K	**	1,418,495
*	Fidelity Investments	FID Real Estate Inc Fund	**	426,770
*	Fidelity Investments	FID Real Estate Invs Fund	**	1,732,431
*	Fidelity Investments	FID SEL Automotive Fund	**	175,120
*	Fidelity Investments	FID SEL Banking Fund	**	376,246
*	Fidelity Investments	FID SEL Biotech Fund	**	2,896,261
*	Fidelity Investments	FID SEL Brokerage Fund	**	956,625
*	Fidelity Investments	FID SEL Chemical Fund	**	1,048,720
*	Fidelity Investments	FID SEL Comm Serv	**	828,189
*	Fidelity Investments	FID SEL Cons Discr Fund	**	167,141
*	Fidelity Investments	FID SEL Cons Staples Fund	**	909,340
*	Fidelity Investments	FID SEL Constr/House Fund	**	945,187
*	Fidelity Investments	FID SEL Defense Fund	**	1,904,617
*	Fidelity Investments	FID SEL Energy Fund	**	4,013,719
*	Fidelity Investments	FID SEL Fintech	**	175,730
*	Fidelity Investments	FID SEL Ent Tech SVC	**	1,705,419
*	Fidelity Investments	FID SEL Gold Fund	**	2,212,029
*	Fidelity Investments	FID SEL Healthcare Fund	**	3,446,382
*	Fidelity Investments	FID SEL Hth Care Svc	**	915,318
*	Fidelity Investments	FID SEL Industrials	**	1,069,578
*	Fidelity Investments	FID SEL Insurance Fund	**	1,001,127
*	Fidelity Investments	FID SEL Leisure Fund	**	958,640
*	Fidelity Investments	FID SEL Materials	**	567,776
*	Fidelity Investments	FID SEL Med Tech & Dv Fund	**	3,332,945
*	Fidelity Investments	FID SEL Pharmaceutical Fund	**	1,410,642
*	Fidelity Investments	FID SEL Retailing Fund	**	2,228,641
*	Fidelity Investments	FID SEL Semiconductor Fund	**	15,631,532
*	Fidelity Investments	FID SEL Software Fund	**	3,517,362
*	Fidelity Investments	FID SEL Technology Fund	**	9,824,579
*	Fidelity Investments	FID SEL Tec Hardware	**	1,046,937

(Continued)

SARGENT & LUNDY SAVINGS INVESTMENT PLAN
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Employer Identification Number:	36-1729848
Three-Digit Plan Number:	003

(a)	(b)	(c)	(d)	(e)
Identity of Issuer, Borrower, Lessor or Similar Party	Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	Cost	Current Value	
Mutual Funds (Continued)				
*	Fidelity Investments	FID SEL Telecomm Fund	**	\$ 168,116
*	Fidelity Investments	FID SEL Transport Fund	**	650,486
*	Fidelity Investments	FID SEL Utilities Fund	**	1,972,274
*	Fidelity Investments	FID SEL Wireless Fund	**	363,944
*	Fidelity Investments	FID Sm Cap Discovery	**	1,227,235
*	Fidelity Investments	FID Small Cap Growth K6	**	2,707,652
*	Fidelity Investments	FID Small Cap Stock Fund K6	**	1,442,427
*	Fidelity Investments	FID Small Cap Value	**	1,521,945
*	Fidelity Investments	FID STK SEL SM Cap	**	1,142,694
*	Fidelity Investments	FID STKSEL LG Cap Val	**	1,998,001
*	Fidelity Investments	FID STOCK SELECTOR K	**	644,819
*	Fidelity Investments	FID Strat Div & Inc	**	245,554
*	Fidelity Investments	FID Telecom & Utilities Fund	**	428,626
*	Fidelity Investments	FID Total Bond K6	**	4,848,493
*	Fidelity Investments	FID Total Intl Eq	**	210,242
*	Fidelity Investments	FID Total Mkt Idx	**	11,441,917
*	Fidelity Investments	FID Trend Fund	**	977,565
*	Fidelity Investments	FID US Bond Idx	**	3,304,781
*	Fidelity Investments	FID Value Discov K6	**	420,736
*	Fidelity Investments	FID Value K Fund	**	1,577,847
*	Fidelity Investments	FID Value Strategy K Fund	**	958,709
*	Fidelity Investments	FID Worldwide Fund	**	734,258
*	Fidelity Investments	FID Financials Fund	**	558,782
*	Fidelity Investments	FID Govt Income	**	1,044,092
	Fklin Templeton Investments	Fklin Mtl Glb Disc R6	**	2,575,706
	Fklin Templeton Investments	Fklin Mtl Shares R6	**	25,866
	Fklin Templeton Investments	Fklin Sm Mid Cap Gth R6	**	516,687
	First Pacific Advisors	FPA Crescent Fund	**	832,791
	Harding Loevner	Hrdg Lvr Intl Eq IS	**	1,512,132
	Invesco	INVESCO Divrs Div R	**	842,922
	Invesco	Invs Charter R6	**	29,075
	Invesco	Invs Grth & Inc R6	**	1,077,908
	Invesco	Invs SMCP Grth R6	**	83,327
	Janus Funds	J H Balanced N Fund	**	491,716
	Janus Funds	J H Enterprise N Fund	**	5,335,939
	Janus Funds	J H Flexible Bond N Fund	**	3,604,694
	Janus Funds	J H Forty N	**	939,660
	Janus Funds	J H Global Research I	**	1,040,555
	Janus Funds	J H Mid Cap Val N Fund	**	8,848,923
	Janus Funds	J H Overseas N Fund	**	727,150
	Janus Funds	J H Research N Fund	**	929,168

(Continued)

SARGENT & LUNDY SAVINGS INVESTMENT PLAN
SCHEDULE H, LINE 4i – SCHEDULE OF ASSETS (HELD AT END OF YEAR)
December 31, 2024

Name of Plan Sponsor:	Sargent & Lundy, L.L.C.
Employer Identification Number:	36-1729848
Three-Digit Plan Number:	003

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Identity of Issuer, Borrower, Lessor or Similar Party	Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	Cost	Current Value	
Mutual Funds (Continued)				
Janus Funds	J H Small Cap Val N	**	\$ 2,775,921	
Lord Abbett	LD Abt Mid Cap Stk R6	**	472,312	
Loomis Sayles Funds	LOOMIS Sm Cap Value N Fund	**	115,270	
Morgan Stanley Investment Mgmt	MSIF Active Intl I Fund	**	30,752	
Morgan Stanley Investment Mgmt	MSIF Discovery R6	**	3,214,710	
Morgan Stanley Investment Mgmt	MSIF Emerging Mkts R6	**	2,471,523	
Morgan Stanley Investment Mgmt	MSIF Global Strat IS	**	68,021	
Morgan Stanley Investment Mgmt	MSIF Growth R6	**	2,367,473	
Morgan Stanley Investment Mgmt	MSIF Inception IS	**	887,482	
Morgan Stanley Investment Mgmt	MSIF Intl Equity R6	**	63,481	
Neuberger Berman	NB Core Bond Inst	**	507,126	
Neuberger Berman	NB Focus Inst Fund	**	188,103	
Neuberger Berman	NB Genesis R6	**	1,185,898	
Neuberger Berman	NB Lg Cap Val Inst	**	1,846,357	
Neuberger Berman	NB Lg Cap Growth Inst	**	740,830	
Neuberger Berman	NB MDCP Grth R6	**	111,280	
Neuberger Berman	NB Sustain EQ R6	**	13,974,301	
Oakmark Funds	Oakmark Eq & Inc IS	**	1,388,335	
Oakmark Funds	Oakmark Inst	**	1,860,762	
Oakmark Funds	Oakmark Select Inst	**	361,553	
PIMCO Global Advisors	PIM High Yield Inst	**	1,292,721	
PIMCO Global Advisors	PIM Lt U.S. Govt Inst	**	1,028,225	
PIMCO Global Advisors	PIM Tot Return Inst Fund	**	22,248,104	
Primecap	PRMCP Odyssey Stock	**	4,927,774	
Rice Hall James	RHJ Micro Cap Fund	**	51,735	
Touchstone	TCHSTN Focused I	**	586,295	
TCW Funds	TCW CONC LRG CP GR I	**	1,853,992	
Templeton	Templeton Foreign R6	**	61,925	
Templeton	Templeton Growth R6	**	424,432	
Templeton	Templeton World R6	**	141,235	
Templeton	Templeton Dev Mkts R6	**	792,358	
Templeton	Templeton Global Bond R6	**	425,769	
T. Rowe Price	TRP Growth Stock Fund I	**	4,360,671	
The Vanguard Group	Vanguard Explorer Adm Fund	**	3,313,041	
The Vanguard Group	Vanguard Infl Prot Adm Fund	**	1,702,258	
The Vanguard Group	Vanguard LS Conservative Growth Fund	**	435,621	
The Vanguard Group	Vanguard LS Growth	**	1,125,853	

(Continued)

SARGENT & LUNDY SAVINGS INVESTMENT PLAN
SCHEDULE H, LINE 4i – SCHEDULE OF ASSETS (HELD AT END OF YEAR)
December 31, 2024

Name of Plan Sponsor:	Sargent & Lundy, L.L.C.
Employer Identification Number:	36-1729848
Three-Digit Plan Number:	003

(a)	(b)	(c)	(d)	(e)
(a)	Identity of Issuer, Borrower, Lessor or Similar Party	Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	Cost	Current Value
		Mutual Funds (Continued)		
	The Vanguard Group	Vanguard LS Income	**	\$ 520,081
	The Vanguard Group	Vanguard LS Moderate Growth	**	489,367
	The Vanguard Group	Vanguard Total Bond Market Inst	**	13,371,735
	The Vanguard Group	Vanguard Total Intl Stock IS	**	8,839,293
	The Vanguard Group	Vanguard Total Stock Market IS	**	64,860,907
	The Vanguard Group	Vanguard Inst Index	**	113,439,831
	Victory	Vict Crmstn Mod Aggr	**	8,658
	Victory	Vict Emrg Mkts Inst	**	5,751,022
	Victory	Vict Govt Sec Inst	**	813,709
	Victory	Vict Growth Inst	**	701,267
	Victory	Vict Income Inst	**	2,292,245
	Victory	Vict Income Stk Inst	**	146,642
	Victory	Vict Intl Inst	**	109,683
	Victory	VRS Small Cap Grth Y	**	360,841
	Virtus	VRTS NFJ SC VAL R6	**	906,020
	Western Asset	WA Core Bond IS	**	435,193
	Total Mutual Funds			739,116,287
		Collective Trusts		
	The Vanguard Group	Vanguard Target 2020	**	15,546,147
	The Vanguard Group	Vanguard Target 2025	**	20,925,707
	The Vanguard Group	Vanguard Target 2030	**	17,151,227
	The Vanguard Group	Vanguard Target 2035	**	24,371,419
	The Vanguard Group	Vanguard Target 2040	**	31,235,201
	The Vanguard Group	Vanguard Target 2045	**	51,535,371
	The Vanguard Group	Vanguard Target 2050	**	69,845,132
	The Vanguard Group	Vanguard Target 2055	**	34,850,290
	The Vanguard Group	Vanguard Target 2060	**	25,347,521
	The Vanguard Group	Vanguard Target 2065	**	10,788,494
	The Vanguard Group	Vanguard Target Inc	**	11,005,221
*	Fidelity Mgmt. Trust Co.	Fidelity Short Intermediate Commingled Pool	**	102,620,458
	Total Collective Trusts	Total Collective Trusts		415,222,188
		Brokerage Account		
*	Fidelity Mgmt. Trust Co.	Brokerage Account	**	83,773,419

(Continued)

SARGENT & LUNDY SAVINGS INVESTMENT PLAN
SCHEDULE H, LINE 4i – SCHEDULE OF ASSETS (HELD AT END OF YEAR)
December 31, 2024

Name of Plan Sponsor:	Sargent & Lundy, L.L.C.
Employer Identification Number:	36-1729848
Three-Digit Plan Number:	003

	(b)	(c)	(d)	(e)
(a)	Identity of Issuer, Borrower, Lessor or Similar Party	Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	Cost	Current Value
		<u>Interest-Bearing Cash</u>		
*	Fidelity Mgmt. Trust Co.	Short Term Investment Fund	**	\$ 1,044,206
		<u>Participant Loans</u>		
*	Participant Loans	Interest rates ranging from 4.00% to 9.50% with maturity through January 2035	**	7,804,306
				<u>\$ 1,246,960,406</u>

* Denotes party-in-interest.

** Cost information is not required for participant-directed investments and, therefore, is not included.

See Independent Auditor's Report.

SARGENT & LUNDY
SAVINGS INVESTMENT PLAN
Chicago, Illinois

FINANCIAL STATEMENTS
December 31, 2024 and 2023

SARGENT & LUNDY
SAVINGS INVESTMENT PLAN
Chicago, Illinois

FINANCIAL STATEMENTS
December 31, 2024 and 2023

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INDEPENDENT AUDITOR'S REPORT

To the Plan Administrator of the
Sargent & Lundy Savings
Investment Plan
Chicago, Illinois

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

We have performed audits of the financial statements of Sargent & Lundy Savings Investment Plan (the 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, 2024 and 2023, and the related statement of changes in net assets available for benefits for the year ended December 31, 2024 and the related notes to the financial statements.

Management, having determined it is permissible in the circumstances, has elected to have the audits of the 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 a certification from a qualified institution as of December 31, 2024 and 2023, and for the year ended December 31, 2024, 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 Audit of the Financial Statements section

- the amounts and disclosures in the accompanying financial statements, 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 accompanying financial statements 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).

(Continued)

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the Auditor's 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 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 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. Management's election of the ERISA Section 103(a)(3)(C) audit 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 the Plan's ability to continue as a going concern for one year from 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.

Auditor's Responsibilities for the Audit of the Financial Statements

Except as described in the Scope and Nature of the ERISA Section 103(a)(3)(C) Audit 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 GAAS 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 GAAS, 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.

(Continued)

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 audit, significant audit findings, and certain internal control-related matters that we identified during the audit.

Other Matter – Supplemental Schedules Required by ERISA

The supplemental schedule of Schedule H, Line 4i – Schedule of Assets (Held at End of Year) as of December 31, 2024, is presented for purposes of additional analysis and is not a required part of the financial statements but is 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 schedule, 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 GAAS. For information included in the supplemental schedule 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 schedule, we evaluated whether the supplemental schedule, other than the information agreed to or derived from the certified investment information, including its form and content, is 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 schedule, other than the information in the supplemental schedule 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 schedule 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).


Crowe LLP

Chicago, Illinois
October 10, 2025

SARGENT & LUNDY
SAVINGS INVESTMENT PLAN
STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS
December 31, 2024 and 2023

	<u>2024</u>	<u>2023</u>
ASSETS		
Investments, at fair value	\$ 1,239,156,100	\$ 1,088,997,115
Receivables		
Notes receivable from participants	<u>7,804,306</u>	<u>7,257,698</u>
Total assets	<u>1,246,960,406</u>	<u>1,096,254,813</u>
 NET ASSETS AVAILABLE FOR BENEFITS	 <u>\$ 1,246,960,406</u>	 <u>\$ 1,096,254,813</u>

See notes to financial statements.

SARGENT & LUNDY
SAVINGS INVESTMENT PLAN
STATEMENT OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS
Year ended December 31, 2024

Additions to net assets attributed to:

Investment income	
Net appreciation in fair value of investments	\$ 135,773,909
Interest and dividend income	37,359,213
Contributions	
Employer	20,290,617
Employee	43,406,304
Rollover	<u>10,832,899</u>
Total contributions	<u>74,529,820</u>
Total additions	247,662,942

Deductions from net assets attributed to:

Benefits paid to participants	96,358,633
Administrative expenses	<u>598,716</u>
Total deductions	<u>96,957,349</u>

Net increase in net assets available for benefits 150,705,593

Net assets available for benefits

Beginning of year	<u>1,096,254,813</u>
End of year	<u>\$ 1,246,960,406</u>

See notes to financial statements.

SARGENT & LUNDY
SAVINGS INVESTMENT PLAN
NOTES TO FINANCIAL STATEMENTS
December 31, 2024 and 2023

NOTE 1 - PLAN DESCRIPTION

The Sargent & Lundy Savings Investment Plan ("the Plan") is a defined contribution plan covering all eligible employees, as defined, of Sargent & Lundy, L.L.C.; and S&L Engineers, Ltd (collectively, "the Company"). The Plan is subject to the applicable provisions of the Employee Retirement Income Security Act of 1974 ("ERISA"), as amended. A further description of the Plan can be obtained from the plan document.

Contributions: Participants may make pretax, after-tax and Roth contributions subject to a combined maximum of the limits as defined in the plan document. Contributions are subject to the contribution limitations of the Internal Revenue Code ("IRC"). Absent an election in the first 35 days of employment, newly hired full-time employees will be automatically enrolled in the Plan at a pretax contribution rate of 6% of eligible compensation. The Plan has also adopted a contribution escalation clause which provides that, unless declined, each impacted participant who is contributing less than 10% of compensation to the Plan shall be deemed to have elected to increase his or her contribution percentage by 1% on each April 1, until the rate reaches 10% of compensation.

The Company contributes 50% of the first 6% of base compensation that an eligible participant contributes to the Plan. Additionally, the Company may make a discretionary contribution (non-matching contributions) to active eligible employees participating in the Plan. During 2024, the Company made a discretionary contribution of 3% of base compensation.

Participant Accounts: Each participant's account is credited with the participant's contribution and allocation of the Company's contribution (if eligible), investment earnings, and charged with his or her withdrawals and any applicable transaction fees. The benefit to which a participant is entitled is the participant's vested account balances.

Notes Receivable from Participants: Participants may obtain loans from plan assets based on individual account balances not to exceed the lesser of \$50,000 or one half of their vested balance. Interest is charged at the U.S. prime rate, as quoted by the *Reuters News Service* as of the first day of the month in which the note is requested, plus 1 percentage point. The rate is fixed for the term of the note. Principal and interest payments over a period from 12 to 60 months are due semi-monthly for active full-time employees and monthly for terminated and temporary employees.

Vesting: Participants are immediately fully vested in participant contributions and fully vested in all employer contributions after one year of service.

Forfeited Accounts: The non-vested portion of terminated participant accounts are forfeited and may be used to reduce future company contributions, reduce plan expenses, or pay for new services.

Investment Options: Employees can choose any investment fund option offered or individual security investments (through a brokerage account option) to allocate their account balances. The Stable Value Fund, arranged through Fidelity Management Trust Company ("Fidelity") specifically for the Company, is composed of fixed income-type investments, such as individual and commingled guaranteed investment contracts, which are structured to yield a stable positive rate of return. The contributions made by each participant, as well as Company contributions, are allocated to investments based on elections made by the participant or to a default fund if no election is made.

Payment of Benefits: On termination of service, a participant may elect to remain in the Plan or choose from a number of distribution or loan options (some restrictions may apply). These options also apply to the beneficiary of a deceased participant. Participants who are age 59½ or greater are eligible for in-services withdrawals. Hardship withdrawals are also permitted for purposes defined in the plan document.

(Continued)

SARGENT & LUNDY
SAVINGS INVESTMENT PLAN
NOTES TO FINANCIAL STATEMENTS
December 31, 2024 and 2023

NOTE 1 - PLAN DESCRIPTION (Continued)

Administration of the Plan and Trust: The Plan is administered by the Sargent & Lundy Savings Investment Plan Committee. The trust created by the Plan is administered by the trustee, Fidelity. Trustee fees, legal expenses, and various other costs incurred in connection with the administration of the Plan may be paid by the Company or from the trust fund.

NOTE 2 - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of Presentation: 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.

Use of Estimates: The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires the plan administrator to make estimates and assumptions that affect certain reported amounts and disclosures, and 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 by the Plan for an asset or paid by the Plan to transfer a liability (an exit price) in an orderly transaction between market participants on the measurement date in the Plan's principal or most advantageous market for the asset or liability. 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.

Notes Receivable from Participants: Notes receivable from participants are reported at their unpaid principal balance plus any accrued but unpaid interest, with no allowance for credit losses, as repayments of principal and interest are received through payroll deductions and the notes are collateralized by the participants' account balances.

Payment of Benefits: Benefits are recorded when paid. A participant who has attained the age of 59-1/2 and is fully vested in all of his account balances may irrevocably elect to withdraw in a lump sum all or any portion of the net credit balances in his accounts.

Risks and Uncertainties: The Plan provides for various investments that, in general, are exposed to various risks, such as interest rate, credit, liquidity and overall market volatility risks. Due to the level of risk and uncertainty associated with certain investments and the sensitivity of certain fair value estimates to changes in valuation assumptions, it is at least reasonably possible that changes in the fair values of investments will occur in the near term and that such changes could materially affect the amounts reported in the statements of net assets available for benefits and the participants' individual account balances.

Reclassifications: Some items in the prior year financial statements and footnote disclosures were reclassified to conform to the current presentation. Reclassifications had no effect on prior year net assets available for benefits or the prior year net increase in net assets available for benefits.

(Continued)

SARGENT & LUNDY
SAVINGS INVESTMENT PLAN
NOTES TO FINANCIAL STATEMENTS
December 31, 2024 and 2023

NOTE 3 - CERTIFIED INVESTMENTS

Certain information related to investments and notes receivables from participants disclosed in the accompanying financial statements and ERISA-required supplemental schedule, including investments and notes receivable from participants held at December 31, 2024 and 2023, and net appreciation in fair value of investments, interest and dividends, and interest income on notes receivable from participants for the year ended December 31, 2024, was obtained by management and agreed to or derived from information certified as complete and accurate by Fidelity Management Trust Company (the trustee of the Plan).

NOTE 4 - FAIR VALUE MEASUREMENTS

Fair value measurements are determined by maximizing the use of observable inputs and minimizing the use of unobservable inputs when measuring fair value. The hierarchy places the highest priority on unadjusted quoted market prices in active markets for identical assets or liabilities (Level 1 measurements) and gives the lowest priority to unobservable inputs (Level 3 measurements). The three levels of inputs within the fair value hierarchy are defined as follows:

Level 1: Quoted prices (unadjusted) for identical assets or liabilities in active markets that the Plan has the ability to access as of the measurement date.

Level 2: Significant other observable inputs other than Level 1 prices such as quoted prices for similar assets or liabilities; quoted prices in markets that are not active; or other inputs that are observable or can be corroborated by observable market data.

Level 3: Significant unobservable inputs that reflect the Plan's own assumptions about the assumptions that market participants would use in pricing an asset or liability.

In some cases, a valuation technique used to measure fair value may include inputs from multiple levels of the fair value hierarchy. The lowest level of significant input determines the placement of the entire fair value measurement in the hierarchy.

The following descriptions of the valuation methods and assumptions used by the Plan to estimate the fair values of investments apply to investments held directly by the Plan.

Mutual Funds: The fair values of mutual fund investments are determined by obtaining quoted prices on nationally recognized securities exchanges (Level 1 inputs).

Common Stocks: The fair values of common stocks are determined by obtaining quoted prices on nationally recognized securities exchanges (Level 1 inputs).

Collective Trusts: The fair values of participation units held in collective trusts, including the stable value fund, are based on the net asset values reported by the fund managers as of the financial statement dates and recent transaction prices. Each collective trust provides for daily redemptions by the Plan at reported net asset values per share with no advance notice requirements.

Self-directed Brokerage Accounts: These primarily consist of mutual funds, common stocks, and interest-bearing cash, measured at fair value as described for these general investment types within this note.

(Continued)

SARGENT & LUNDY
SAVINGS INVESTMENT PLAN
NOTES TO FINANCIAL STATEMENTS
December 31, 2024 and 2023

NOTE 4 - FAIR VALUE MEASUREMENTS (Continued)

Interest-bearing Cash: Fair values of money market accounts and savings deposit accounts are estimated to approximate deposit account balances, payable on demand, as no discounts for credit quality or liquidity were determined to be applicable (Level 2 inputs).

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, 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 the reporting date.

Investments measured at fair value on a recurring basis are summarized below:

	Fair Value Measurements at December 31, 2024, Using		
		Quoted Prices in Active Markets for Identical Assets (Level 1)	Significant Other Observable Inputs (Level 2)
	<u>Total</u>		
Mutual funds	\$ 739,116,287	\$ 739,116,287	\$ -
Brokerage account	83,773,419	70,511,517	13,261,902
Interest bearing cash	1,044,206	-	1,044,206
Collective trusts*	<u>415,222,188</u>	<u>-</u>	<u>-</u>
Total	<u>\$ 1,239,156,100</u>	<u>\$ 809,627,804</u>	<u>\$ 14,306,108</u>

	Fair Value Measurements at December 31, 2023, Using		
		Quoted Prices in Active Markets for Identical Assets (Level 1)	Significant Other Observable Inputs (Level 2)
	<u>Total</u>		
Mutual funds	\$ 645,017,579	\$ 645,017,579	\$ -
Brokerage account	68,129,144	60,293,337	7,835,807
Interest bearing cash	2,037,896	-	2,037,896
Collective trusts*	<u>373,812,496</u>	<u>-</u>	<u>-</u>
Total	<u>\$ 1,088,997,115</u>	<u>\$ 705,310,916</u>	<u>\$ 9,873,703</u>

* Investments measured at fair value using net asset value per share (or its equivalent) as a practical expedient have not been classified in the fair value hierarchy. The fair value amounts presented in the hierarchy tables for such investments are intended to permit reconciliation of the fair value hierarchy to the investments at fair value line item presented in the statement of net assets available for benefits.

(Continued)

SARGENT & LUNDY
SAVINGS INVESTMENT PLAN
NOTES TO FINANCIAL STATEMENTS
December 31, 2024 and 2023

NOTE 5 - TAX STATUS

The Internal Revenue Service has determined and informed the Company by a letter dated October 7, 2015, that the Plan and related trust are designed in accordance with applicable sections of the Internal Revenue Code (IRC). Although the Plan has been amended since receiving the determination letter, the plan administrator believes that the Plan is designed and currently being operated in compliance with requirement of the IRC.

Accounting principles generally accepted in the United States of America require plan management to evaluate tax positions taken by the Plan. The plan administrator has analyzed the tax positions taken by the Plan, and has concluded that as of December 31, 2024 and 2023, there are no uncertain positions taken or expected to be taken that would require recognition of a liability (or asset) or disclosure in the financial statements. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress. The plan administrator believes it is no longer subject to income tax examinations for years prior to 2021.

NOTE 6 - PARTY-IN-INTEREST TRANSACTIONS

Parties-in-interest are defined under the Department of Labor Regulations as any fiduciary of the Plan, any party rendering service to the Plan, the employer and certain others.

Certain plan investments are managed by Fidelity Management Trust Company, the Plan's trustee, or are shares of mutual funds offered by Fidelity Investments, an affiliate of the Plan's trustee. Accordingly, these investments qualify as party-in-interest investments. Investment management and trustee fees are paid by the Plan and these expenses are reflected in the financial statements as a reduction of the return on the Plan's investments.

Participants in the Plan are permitted to borrow funds from their vested balance as described in Note 1. These assets qualify as party-in-interest transactions.

NOTE 7 - 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 continue to be 100% vested in their accounts.

NOTE 8 - SUBSEQUENT EVENTS

Plan management has evaluated subsequent events for recognition and disclosure through October 10, 2025, which is the date the financial statements were available to be issued.

SUPPLEMENTAL SCHEDULE

SARGENT & LUNDY SAVINGS INVESTMENT PLAN
SCHEDULE H, LINE 4i – SCHEDULE OF ASSETS (HELD AT END OF YEAR)
December 31, 2024

Name of Plan Sponsor:	Sargent & Lundy, L.L.C.
Employer Identification Number:	36-1729848
Three-Digit Plan Number:	003

(a)	(b)	(c)	(d)	(e)
Identity of Issuer, Borrower, Lessor or Similar Party	Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	Cost	Current Value	
<u>Mutual Funds</u>				
Aberdeen Asset Management	ABDN Glb Abs Ret IC	**	\$	1,173,039
Archer Funds	ABF Balanced R5	**		692,113
Archer Funds	ABF Intl Equity R5	**		132,040
Archer Funds	ABF Large Cap Value R5	**		218,462
Archer Funds	ABF Small Cap Value R5	**		656,441
American Funds	AF Wash Mutl Inv R6	**		9,648,294
Alger	Alger Cap Apprec I Fund	**		2,611,584
Alger	Alger Midcap Growth I Fund	**		670,588
Alger	Alger Small Cap Growth IS IFund	**		565,831
American Century Investments	AC FOC LG CAP CAL R6	**		424,302
American Century Investments	Am Cent Sm Comp Inst	**		147,817
American Century Investments	Am Cent Ultra R6	**		922,576
AMG Funds	Amg Ren LG CP GR Z	**		335,260
AMG Funds	AMG GW&K ESG Bond I	**		136,369
AMG Funds	AMG GW&K SM MD CP Z	**		195,759
AMG Funds	AMG V Asia Pacific I	**		87,846
Ariel Mutual Funds	Ariel Appreciation Inst	**		297,824
Ariel Mutual Funds	Ariel Fund Inst	**		630,714
Artisan Funds	Artisan Intl Inst	**		6,889,493
Artisan Funds	Artisan Mid Cap Inst	**		850,109
AllSpring	AS Common Stcok R6	**		38,850
AllSpring	AS Govt Secs IS	**		195,178
AllSpring	AS Growth R6	**		1,820,361
AllSpring	AS Large Cap GRTH R6	**		38,390
AllSpring	AS Opportunity IS	**		312,234
AllSpring	AS Small Cap	**		144,861
Baron Funds	Baron Asset Inst	**		1,143,800
Baron Funds	Baron Growth Inst	**		1,483,522
Cohen & Steers Capital Mgmt	C&S Rlty Fund Shs	**		2,095,712
Calvert	Calvert Balanced I	**		1,314,334
Calvert	Calvert Equity I	**		714,135
Calvert	Calvert Intl Eq I	**		704,592
Calvert	Calvert Mid-Cap I	**		99,757
Legg Mason	CB Value Tr I	**		946,674
Deutsche Asset & Wealth Management U.S. Funds	DWS Core Equity R6	**		69,241
Deutsche Asset & Wealth Management U.S. Funds	DWS Croci Eq Div IS	**		490,394
Deutsche Asset & Wealth Management U.S. Funds	DWS Croci INTL R6	**		44,157

(Continued)

SARGENT & LUNDY SAVINGS INVESTMENT PLAN
SCHEDULE H, LINE 4i – SCHEDULE OF ASSETS (HELD AT END OF YEAR)
December 31, 2024

Name of Plan Sponsor:	Sargent & Lundy, L.L.C.
Employer Identification Number:	36-1729848
Three-Digit Plan Number:	003

(a)	(b)	(c)	(d)	(e)
Identity of Issuer, Borrower, Lessor or Similar Party	Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	Cost	Current Value	
Mutual Funds (Continued)				
Deutsche Asset & Wealth Management U.S. Funds	DWS Glb Sm Cap R6	**	\$	98,495
Deutsche Asset & Wealth Management U.S. Funds	DWS Sm Cap Grth R6	**		35,159
Domini Social Investors	Domini Impact Eq IS	**		174,622
* Fidelity Investments	FID Asset Manager 20% Fund	**		351,406
* Fidelity Investments	FID Asset Manager 30% Fund	**		134,040
* Fidelity Investments	FID Asset Manager 40% Fund	**		44,560
* Fidelity Investments	FID Asset Manager 50% Fund	**		145,846
* Fidelity Investments	FID Asset Manager 60% Fund	**		120,818
* Fidelity Investments	FID Asset Manager 70% Fund	**		14,664
* Fidelity Investments	FID Asset Manager 85% Fund	**		937,824
* Fidelity Investments	FID Balanced Fund K	**		4,343,927
* Fidelity Investments	FID Blue Chip Growth K6	**		18,093,342
* Fidelity Investments	FID Blue Chip Value	**		632,319
* Fidelity Investments	FID Canada Fund	**		1,184,577
* Fidelity Investments	FID Cap Appreciation K	**		1,342,628
* Fidelity Investments	FID Capital and Income Fund	**		5,450,349
* Fidelity Investments	FID China Region Fund	**		1,101,163
* Fidelity Investments	FID Contrafund Fund K6	**		26,343,970
* Fidelity Investments	FID Convertible Sec Fund	**		390,956
* Fidelity Investments	FID Disciplined Equity Fund K	**		479,934
* Fidelity Investments	FID Diversified Intl Fund K6	**		12,038,780
* Fidelity Investments	FID Dividend Growth Fund K	**		1,988,413
* Fidelity Investments	FID Emerging Asia	**		739,010
* Fidelity Investments	FID Emerging Mkts	**		348,616
* Fidelity Investments	FID Emerging Mkts K	**		2,497,573
* Fidelity Investments	FID Env Alt Energy	**		778,103
* Fidelity Investments	FID Equity Dividend Income K	**		1,535,554
* Fidelity Investments	FID Equity Income Fund K	**		774,727
* Fidelity Investments	FID Europe Fund	**		229,844
* Fidelity Investments	FID Ext Mkt IDX	**		8,091,003
* Fidelity Investments	FID Float Rt Hi Inc	**		3,467,563
* Fidelity Investments	FID Focused High Inc Fund	**		68,746
* Fidelity Investments	FID Focused Stock Fund	**		4,635,241
* Fidelity Investments	FID Freedom 2010 Fund	**		290,605
* Fidelity Investments	FID Freedom 2015 Fund	**		331,064
* Fidelity Investments	FID Freedom 2020 Fund	**		735,874
* Fidelity Investments	FID Freedom 2025 Fund	**		1,149,808
* Fidelity Investments	FID Freedom 2030 Fund	**		4,501,590
* Fidelity Investments	FID Freedom 2035 Fund	**		3,853,301

(Continued)

SARGENT & LUNDY SAVINGS INVESTMENT PLAN
SCHEDULE H, LINE 4i – SCHEDULE OF ASSETS (HELD AT END OF YEAR)
December 31, 2024

Name of Plan Sponsor:	Sargent & Lundy, L.L.C.
Employer Identification Number:	36-1729848
Three-Digit Plan Number:	003

(a)	(b)	(c)	(d)	(e)
Identity of Issuer, Borrower, Lessor or Similar Party	Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	Cost	Current Value	
Mutual Funds (Continued)				
*	Fidelity Investments	FID Freedom 2040 Fund	**	\$ 1,520,551
*	Fidelity Investments	FID Freedom 2045 Fund	**	1,858,756
*	Fidelity Investments	FID Freedom 2050 Fund	**	3,500,949
*	Fidelity Investments	FID Freedom 2055 Fund	**	2,175,983
*	Fidelity Investments	FID Freedom 2060 Fund	**	1,072,314
*	Fidelity Investments	FID Freedom 2065 Fund	**	607,567
*	Fidelity Investments	FID Freedom Income K6	**	56,428
*	Fidelity Investments	FID Fund K	**	2,016,418
*	Fidelity Investments	FID GNMA	**	308,803
*	Fidelity Investments	FID Govt MMKT	**	1,305,867
*	Fidelity Investments	FID Growth and Income Fund	**	1,750,717
*	Fidelity Investments	FID Growth CO K Fund	**	17,664,495
*	Fidelity Investments	FID Growth Discovery K Fund	**	5,415,313
*	Fidelity Investments	FID Growth Strat K6	**	10,327,989
*	Fidelity Investments	FID High Income Fund	**	434,812
*	Fidelity Investments	FID Inflat PR Bond Fund	**	2,142,741
*	Fidelity Investments	FID Intermed Bond Fund	**	1,309,563
*	Fidelity Investments	FID Intl Cap Appreciation K6 Fund	**	1,155,102
*	Fidelity Investments	FID Intl Discovery K Fund	**	836,077
*	Fidelity Investments	FID Intl Growth	**	889,310
*	Fidelity Investments	FID Intl Index	**	6,363,105
*	Fidelity Investments	FID Intl Real Estate	**	175,446
*	Fidelity Investments	FID Intl Sm Cap Opp	**	305,895
*	Fidelity Investments	FID Intl Value	**	8,049,329
*	Fidelity Investments	FID INTM Government Income Fund	**	329,683
*	Fidelity Investments	FID Investment Growth Bond Fund	**	2,130,471
*	Fidelity Investments	FID Japan Fund	**	196,581
*	Fidelity Investments	FID Japan Smaller Co Fund	**	65,278
*	Fidelity Investments	FID Large Cap Stock K6 Fund	**	1,341,365
*	Fidelity Investments	FID Leveraged Co. Stk Fund	**	3,684,261
*	Fidelity Investments	FID Low Priced Stock K6	**	2,953,106
*	Fidelity Investments	FID Magellan K Fund	**	45,004,932
*	Fidelity Investments	FID Mega Cap Stock Fund	**	8,720,968
*	Fidelity Investments	FID Mid Cap Stock K Fund	**	4,113,420
*	Fidelity Investments	FID Mid Cap Value K6	**	1,493,675
*	Fidelity Investments	FID Mortgage Sec	**	77,524
*	Fidelity Investments	FID Multi Asset IDX	**	146,595

(Continued)

SARGENT & LUNDY SAVINGS INVESTMENT PLAN
SCHEDULE H, LINE 4i – SCHEDULE OF ASSETS (HELD AT END OF YEAR)
December 31, 2024

Name of Plan Sponsor:	Sargent & Lundy, L.L.C.
Employer Identification Number:	36-1729848
Three-Digit Plan Number:	003

(a)	(b)	(c)	(d)	(e)
Identity of Issuer, Borrower, Lessor or Similar Party	Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	Cost	Current Value	
	Mutual Funds (Continued)			
*	Fidelity Investments	FID NASDAQ Comp Indx	**	\$ 6,488,144
*	Fidelity Investments	FID Natural Res Fund	**	1,223,634
*	Fidelity Investments	FID New Markets Inc. Fund	**	806,799
*	Fidelity Investments	FID New Millen	**	1,337,087
*	Fidelity Investments	FID Nordic Fund	**	98,217
*	Fidelity Investments	FID OTC K Fund	**	6,955,572
*	Fidelity Investments	FID Overseas Fund	**	2,714,449
*	Fidelity Investments	FID Pacific Basin Fund	**	273,424
*	Fidelity Investments	FID Puritan Fund K	**	1,418,495
*	Fidelity Investments	FID Real Estate Inc Fund	**	426,770
*	Fidelity Investments	FID Real Estate Invs Fund	**	1,732,431
*	Fidelity Investments	FID SEL Automotive Fund	**	175,120
*	Fidelity Investments	FID SEL Banking Fund	**	376,246
*	Fidelity Investments	FID SEL Biotech Fund	**	2,896,261
*	Fidelity Investments	FID SEL Brokerage Fund	**	956,625
*	Fidelity Investments	FID SEL Chemical Fund	**	1,048,720
*	Fidelity Investments	FID SEL Comm Serv	**	828,189
*	Fidelity Investments	FID SEL Cons Discr Fund	**	167,141
*	Fidelity Investments	FID SEL Cons Staples Fund	**	909,340
*	Fidelity Investments	FID SEL Constr/House Fund	**	945,187
*	Fidelity Investments	FID SEL Defense Fund	**	1,904,617
*	Fidelity Investments	FID SEL Energy Fund	**	4,013,719
*	Fidelity Investments	FID SEL Fintech	**	175,730
*	Fidelity Investments	FID SEL Ent Tech SVC	**	1,705,419
*	Fidelity Investments	FID SEL Gold Fund	**	2,212,029
*	Fidelity Investments	FID SEL Healthcare Fund	**	3,446,382
*	Fidelity Investments	FID SEL Hth Care Svc	**	915,318
*	Fidelity Investments	FID SEL Industrials	**	1,069,578
*	Fidelity Investments	FID SEL Insurance Fund	**	1,001,127
*	Fidelity Investments	FID SEL Leisure Fund	**	958,640
*	Fidelity Investments	FID SEL Materials	**	567,776
*	Fidelity Investments	FID SEL Med Tech & Dv Fund	**	3,332,945
*	Fidelity Investments	FID SEL Pharmaceutical Fund	**	1,410,642
*	Fidelity Investments	FID SEL Retailing Fund	**	2,228,641
*	Fidelity Investments	FID SEL Semiconductor Fund	**	15,631,532
*	Fidelity Investments	FID SEL Software Fund	**	3,517,362
*	Fidelity Investments	FID SEL Technology Fund	**	9,824,579
*	Fidelity Investments	FID SEL Tec Hardware	**	1,046,937

(Continued)

SARGENT & LUNDY SAVINGS INVESTMENT PLAN
SCHEDULE H, LINE 4i – SCHEDULE OF ASSETS (HELD AT END OF YEAR)
December 31, 2024

Name of Plan Sponsor:	Sargent & Lundy, L.L.C.
Employer Identification Number:	36-1729848
Three-Digit Plan Number:	003

(a)	(b)	(c)	(d)	(e)
Identity of Issuer, Borrower, Lessor or Similar Party	Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	Cost	Current Value	
Mutual Funds (Continued)				
*	Fidelity Investments	FID SEL Telecomm Fund	**	\$ 168,116
*	Fidelity Investments	FID SEL Transport Fund	**	650,486
*	Fidelity Investments	FID SEL Utilities Fund	**	1,972,274
*	Fidelity Investments	FID SEL Wireless Fund	**	363,944
*	Fidelity Investments	FID Sm Cap Discovery	**	1,227,235
*	Fidelity Investments	FID Small Cap Growth K6	**	2,707,652
*	Fidelity Investments	FID Small Cap Stock Fund K6	**	1,442,427
*	Fidelity Investments	FID Small Cap Value	**	1,521,945
*	Fidelity Investments	FID STK SEL SM Cap	**	1,142,694
*	Fidelity Investments	FID STKSEL LG Cap Val	**	1,998,001
*	Fidelity Investments	FID STOCK SELECTOR K	**	644,819
*	Fidelity Investments	FID Strat Div & Inc	**	245,554
*	Fidelity Investments	FID Telecom & Utilities Fund	**	428,626
*	Fidelity Investments	FID Total Bond K6	**	4,848,493
*	Fidelity Investments	FID Total Intl Eq	**	210,242
*	Fidelity Investments	FID Total Mkt Idx	**	11,441,917
*	Fidelity Investments	FID Trend Fund	**	977,565
*	Fidelity Investments	FID US Bond Idx	**	3,304,781
*	Fidelity Investments	FID Value Discov K6	**	420,736
*	Fidelity Investments	FID Value K Fund	**	1,577,847
*	Fidelity Investments	FID Value Strategy K Fund	**	958,709
*	Fidelity Investments	FID Worldwide Fund	**	734,258
*	Fidelity Investments	FID Financials Fund	**	558,782
*	Fidelity Investments	FID Govt Income	**	1,044,092
	Fklin Templeton Investments	Fklin Mtl Glb Disc R6	**	2,575,706
	Fklin Templeton Investments	Fklin Mtl Shares R6	**	25,866
	Fklin Templeton Investments	Fklin Sm Mid Cap Gth R6	**	516,687
	First Pacific Advisors	FPA Crescent Fund	**	832,791
	Harding Loevner	Hrdg Lvr Intl Eq IS	**	1,512,132
	Invesco	INVESCO Divrs Div R	**	842,922
	Invesco	Invs Charter R6	**	29,075
	Invesco	Invs Grth & Inc R6	**	1,077,908
	Invesco	Invs SMCP Grth R6	**	83,327
	Janus Funds	J H Balanced N Fund	**	491,716
	Janus Funds	J H Enterprise N Fund	**	5,335,939
	Janus Funds	J H Flexible Bond N Fund	**	3,604,694
	Janus Funds	J H Forty N	**	939,660
	Janus Funds	J H Global Research I	**	1,040,555
	Janus Funds	J H Mid Cap Val N Fund	**	8,848,923
	Janus Funds	J H Overseas N Fund	**	727,150
	Janus Funds	J H Research N Fund	**	929,168

(Continued)

SARGENT & LUNDY SAVINGS INVESTMENT PLAN
SCHEDULE H, LINE 4i – SCHEDULE OF ASSETS (HELD AT END OF YEAR)
December 31, 2024

Name of Plan Sponsor:	Sargent & Lundy, L.L.C.
Employer Identification Number:	36-1729848
Three-Digit Plan Number:	003

(a)	(b)	(c)	(d)	(e)
Identity of Issuer, Borrower, Lessor or Similar Party	Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	Cost	Current Value	
Mutual Funds (Continued)				
Janus Funds	J H Small Cap Val N	**	\$	2,775,921
Lord Abbett	LD Abt Mid Cap Stk R6	**		472,312
Loomis Sayles Funds	LOOMIS Sm Cap Value N Fund	**		115,270
Morgan Stanley Investment Mgmt	MSIF Active Intl I Fund	**		30,752
Morgan Stanley Investment Mgmt	MSIF Discovery R6	**		3,214,710
Morgan Stanley Investment Mgmt	MSIF Emerging Mkts R6	**		2,471,523
Morgan Stanley Investment Mgmt	MSIF Global Strat IS	**		68,021
Morgan Stanley Investment Mgmt	MSIF Growth R6	**		2,367,473
Morgan Stanley Investment Mgmt	MSIF Inception IS	**		887,482
Morgan Stanley Investment Mgmt	MSIF Intl Equity R6	**		63,481
Neuberger Berman	NB Core Bond Inst	**		507,126
Neuberger Berman	NB Focus Inst Fund	**		188,103
Neuberger Berman	NB Genesis R6	**		1,185,898
Neuberger Berman	NB Lg Cap Val Inst	**		1,846,357
Neuberger Berman	NB Lg Cap Growth Inst	**		740,830
Neuberger Berman	NB MDCP Grth R6	**		111,280
Neuberger Berman	NB Sustain EQ R6	**		13,974,301
Oakmark Funds	Oakmark Eq & Inc IS	**		1,388,335
Oakmark Funds	Oakmark Inst	**		1,860,762
Oakmark Funds	Oakmark Select Inst	**		361,553
PIMCO Global Advisors	PIM High Yield Inst	**		1,292,721
PIMCO Global Advisors	PIM Lt U.S. Govt Inst	**		1,028,225
PIMCO Global Advisors	PIM Tot Return Inst Fund	**		22,248,104
Primecap	PRMCP Odyssey Stock	**		4,927,774
Rice Hall James	RHJ Micro Cap Fund	**		51,735
Touchstone	TCHSTN Focused I	**		586,295
TCW Funds	TCW CONC LRG CP GR I	**		1,853,992
Templeton	Templeton Foreign R6	**		61,925
Templeton	Templeton Growth R6	**		424,432
Templeton	Templeton World R6	**		141,235
Templeton	Templeton Dev Mkts R6	**		792,358
Templeton	Templeton Global Bond R6	**		425,769
T. Rowe Price	TRP Growth Stock Fund I	**		4,360,671
The Vanguard Group	Vanguard Explorer Adm Fund	**		3,313,041
The Vanguard Group	Vanguard Infl Prot Adm Fund	**		1,702,258
The Vanguard Group	Vanguard LS Conservative Growth Fund	**		435,621
The Vanguard Group	Vanguard LS Growth	**		1,125,853

(Continued)

SARGENT & LUNDY SAVINGS INVESTMENT PLAN
SCHEDULE H, LINE 4i – SCHEDULE OF ASSETS (HELD AT END OF YEAR)
December 31, 2024

Name of Plan Sponsor:	Sargent & Lundy, L.L.C.
Employer Identification Number:	36-1729848
Three-Digit Plan Number:	003

	(b)	(c)	(d)	(e)
(a)	Identity of Issuer, Borrower, Lessor or Similar Party	Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	Cost	Current Value
		Mutual Funds (Continued)		
	The Vanguard Group	Vanguard LS Income	**	\$ 520,081
	The Vanguard Group	Vanguard LS Moderate Growth	**	489,367
	The Vanguard Group	Vanguard Total Bond Market Inst	**	13,371,735
	The Vanguard Group	Vanguard Total Intl Stock IS	**	8,839,293
	The Vanguard Group	Vanguard Total Stock Market IS	**	64,860,907
	The Vanguard Group	Vanguard Inst Index	**	113,439,831
	Victory	Vict Crmstn Mod Aggr	**	8,658
	Victory	Vict Emrg Mkts Inst	**	5,751,022
	Victory	Vict Govt Sec Inst	**	813,709
	Victory	Vict Growth Inst	**	701,267
	Victory	Vict Income Inst	**	2,292,245
	Victory	Vict Income Stk Inst	**	146,642
	Victory	Vict Intl Inst	**	109,683
	Victory	VRS Small Cap Grth Y	**	360,841
	Virtus	VRTS NFJ SC VAL R6	**	906,020
	Western Asset	WA Core Bond IS	**	435,193
	Total Mutual Funds			739,116,287
		Collective Trusts		
	The Vanguard Group	Vanguard Target 2020	**	15,546,147
	The Vanguard Group	Vanguard Target 2025	**	20,925,707
	The Vanguard Group	Vanguard Target 2030	**	17,151,227
	The Vanguard Group	Vanguard Target 2035	**	24,371,419
	The Vanguard Group	Vanguard Target 2040	**	31,235,201
	The Vanguard Group	Vanguard Target 2045	**	51,535,371
	The Vanguard Group	Vanguard Target 2050	**	69,845,132
	The Vanguard Group	Vanguard Target 2055	**	34,850,290
	The Vanguard Group	Vanguard Target 2060	**	25,347,521
	The Vanguard Group	Vanguard Target 2065	**	10,788,494
	The Vanguard Group	Vanguard Target Inc	**	11,005,221
*	Fidelity Mgmt. Trust Co.	Fidelity Short Intermediate Commingled Pool	**	102,620,458
	Total Collective Trusts			415,222,188
		Brokerage Account		
*	Fidelity Mgmt. Trust Co.	Brokerage Account	**	83,773,419

(Continued)

SARGENT & LUNDY SAVINGS INVESTMENT PLAN
SCHEDULE H, LINE 4i – SCHEDULE OF ASSETS (HELD AT END OF YEAR)
December 31, 2024

Name of Plan Sponsor:	Sargent & Lundy, L.L.C.
Employer Identification Number:	36-1729848
Three-Digit Plan Number:	003

	(b)	(c)	(d)	(e)
(a)	Identity of Issuer, Borrower, Lessor or Similar Party	Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	Cost	Current Value
		<u>Interest-Bearing Cash</u>		
*	Fidelity Mgmt. Trust Co.	Short Term Investment Fund	**	\$ 1,044,206
		<u>Participant Loans</u>		
*	Participant Loans	Interest rates ranging from 4.00% to 9.50% with maturity through January 2035	**	7,804,306
				<u>\$ 1,246,960,406</u>

* Denotes party-in-interest.

** Cost information is not required for participant-directed investments and, therefore, is not included.

See Independent Auditor's Report.