Form 5500 Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	**Annual Return/Report of Employee Benefit Plan** This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code). ▶ **Complete all entries in accordance with the instructions to the Form 5500.**	OMB Nos. 1210-0110 1210-0089 **2024** **This Form is Open to Public Inspection**

Part I Annual Report Identification Information

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

A This return/report is for:
- [ ] a multiemployer plan
- [ ] a multiple-employer plan (Filers checking this box must provide participating employer information in accordance with the form instructions.)
- [X] a single-employer plan
- [ ] a DFE (specify) ____

B This return/report is:
- [ ] the first return/report
- [ ] the final return/report
- [X] 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:
- [X] 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 ROSENDIN ELECTRIC, INC. EMPLOYEE STOCK OWNERSHIP PLAN	**1b** Three-digit plan number (PN) ▶ 003 **1c** Effective date of plan 12/31/1992
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) ROSENDIN HOLDINGS, INC. 2777 ORCHARD PKWY SAN JOSE, CA 95134	**2b** Employer Identification Number (EIN) 27-3947375 **2c** Plan Sponsor's telephone number 408-286-2800 **2d** Business code (see instructions) 238210

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. **Signature of plan administrator**	10/14/2025 Date	JOSHUA CRAIG Enter name of individual signing as plan administrator
SIGN HERE	Filed with authorized/valid electronic signature. **Signature of employer/plan sponsor**	10/14/2025 Date	JOSHUA CRAIG 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 [X] 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:	**4b** EIN	
a Sponsor's name **c** Plan Name	**4d** PN	
5 Total number of participants at the beginning of the plan year	**5**	2482
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	**6a(1)**	1998
a(2) Total number of active participants at the end of the plan year	**6a(2)**	2219
b Retired or separated participants receiving benefits	**6b**	108
c Other retired or separated participants entitled to future benefits	**6c**	383
d Subtotal. Add lines **6a(2)**, **6b**, and **6c**.	**6d**	2710
e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.	**6e**	3
f Total. Add lines **6d** and **6e**.	**6f**	2713
g(1) Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item)	**6g(1)**	2480
g(2) Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)	**6g(2)**	2712
h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested	**6h**	179
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:

2I 2O 2Q 3H 3I

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)** [X] 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)** [X] Trust
- **(4)** [ ] General assets of the sponsor

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

a Pension Schedules
- **(1)** [X] **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 0
- **(5)** [ ] **MEP** (Multiple-Employer Retirement Plan Information)

b General Schedules
- **(1)** [X] **H** (Financial Information)
- **(2)** [ ] **I** (Financial Information – Small Plan)
- **(3)** [ ] **A** (Insurance Information) – Number Attached ______
- **(4)** [X] **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 ROSENDIN ELECTRIC, INC. EMPLOYEE STOCK OWNERSHIP PLAN	**B** Three-digit plan number (PN) ▶ 003
C Plan sponsor's name as shown on line 2a of Form 5500 ROSENDIN HOLDINGS, INC.	**D** Employer Identification Number (EIN) 27-3947375

Part I Service Provider Information (see instructions)

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

1 Information on Persons Receiving Only Eligible Indirect Compensation

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

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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)

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

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

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

(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

(d) Enter name and EIN (address) of source of indirect compensation	**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation

(d) Enter name and EIN (address) of source of indirect compensation	**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation

(d) Enter name and EIN (address) of source of indirect compensation	**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.

Part II	**Service Providers Who Fail or Refuse to Provide Information**

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

(a) Enter name and EIN or address of service provider (see instructions)	**(b)** Nature of Service Code(s)	**(c)** Describe the information that the service provider failed or refused to provide

(a) Enter name and EIN or address of service provider (see instructions)	**(b)** Nature of Service Code(s)	**(c)** Describe the information that the service provider failed or refused to provide

(a) Enter name and EIN or address of service provider (see instructions)	**(b)** Nature of Service Code(s)	**(c)** Describe the information that the service provider failed or refused to provide

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(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 H (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Financial Information	OMB No. 1210-0110
	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.**	**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
ROSENDIN ELECTRIC, INC. EMPLOYEE STOCK OWNERSHIP PLAN

B Three-digit plan number (PN) ▶ 003

C Plan sponsor's name as shown on line 2a of Form 5500
ROSENDIN HOLDINGS, INC.

D Employer Identification Number (EIN)
27-3947375

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		
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)	217325	460907
(2) Participant contributions	1b(2)		
(3) Other	1b(3)		
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)		
(2) U.S. Government securities	1c(2)		
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)		
(B) All other	1c(3)(B)		
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)		
(B) Common	1c(4)(B)		
(5) Partnership/joint venture interests	1c(5)		
(6) Real estate (other than employer real property)	1c(6)		
(7) Loans (other than to participants)	1c(7)		
(8) Participant loans	1c(8)		
(9) Value of interest in common/collective trusts	1c(9)		
(10) Value of interest in pooled separate accounts	1c(10)		
(11) Value of interest in master trust investment accounts	1c(11)		
(12) Value of interest in 103-12 investment entities	1c(12)		
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)	6493712	13980520
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)		
(15) Other	1c(15)		

		(a) Beginning of Year	(b) End of Year
1d Employer-related investments:			
(1) Employer securities	1d(1)	1118826167	1523605270
(2) Employer real property	1d(2)		
e Buildings and other property used in plan operation	1e		
f Total assets (add all amounts in lines 1a through 1e)	1f	1125537204	1538046697
Liabilities			
g Benefit claims payable	1g		
h Operating payables	1h		
i Acquisition indebtedness	1i		
j Other liabilities	1j		
k Total liabilities (add all amounts in lines 1g through1j)	1k	0	0
Net Assets			
l Net assets (subtract line 1k from line 1f)	1l	1125537204	1538046697

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)	54460907	
(B) Participants	2a(1)(B)		
(C) Others (including rollovers)	2a(1)(C)		
(2) Noncash contributions	2a(2)		
(3) Total contributions. Add lines **2a(1)(A), (B), (C),** and line **2a(2)**	2a(3)		54460907
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)		
(B) U.S. Government securities	2b(1)(B)		
(C) Corporate debt instruments	2b(1)(C)		
(D) Loans (other than to participants)	2b(1)(D)		
(E) Participant loans	2b(1)(E)		
(F) Other	2b(1)(F)		
(G) Total interest. Add lines **2b(1)(A)** through **(F)**	2b(1)(G)		0
(2) Dividends: **(A)** Preferred stock	2b(2)(A)		
(B) Common stock	2b(2)(B)		
(C) Registered investment company shares (e.g. mutual funds)	2b(2)(C)	376698	
(D) Total dividends. Add lines **2b(2)(A)**, **(B)**, and **(C)**	2b(2)(D)		376698
(3) Rents	2b(3)		
(4) Net gain (loss) on sale of assets: **(A)** Aggregate proceeds	2b(4)(A)		
(B) Aggregate carrying amount (see instructions)	2b(4)(B)		
(C) Subtract line **2b(4)(B)** from line **2b(4)(A)** and enter result	2b(4)(C)		0
(5) Unrealized appreciation (depreciation) of assets: **(A)** Real estate	2b(5)(A)		
(B) Other	2b(5)(B)	404779103	
(C) Total unrealized appreciation of assets. Add lines **2b(5)(A)** and **(B)**	2b(5)(C)		404779103

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts	2b(6)		
(7) Net investment gain (loss) from pooled separate accounts	2b(7)		
(8) Net investment gain (loss) from master trust investment accounts	2b(8)		
(9) Net investment gain (loss) from 103-12 investment entities	2b(9)		
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		19168
c Other income	2c		94761328
d Total income. Add all **income** amounts in column (b) and enter total	2d		554397204

Expenses

e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	141887711	
(2) To insurance carriers for the provision of benefits	2e(2)		
(3) Other	2e(3)		
(4) Total benefit payments. Add lines **2e(1)** through **(3)**	2e(4)		141887711
f Corrective distributions (see instructions)	2f		
g Certain deemed distributions of participant loans (see instructions)	2g		
h Interest expense	2h		
i Administrative expenses:			
(1) Salaries and allowances	2i(1)		
(2) Contract administrator fees	2i(2)		
(3) Recordkeeping fees	2i(3)		
(4) IQPA audit fees	2i(4)		
(5) Investment advisory and investment management fees	2i(5)		
(6) Bank or trust company trustee/custodial fees	2i(6)		
(7) Actuarial fees	2i(7)		
(8) Legal fees	2i(8)		
(9) Valuation/appraisal fees	2i(9)		
(10) Other trustee fees and expenses	2i(10)		
(11) Other expenses	2i(11)		
(12) Total administrative expenses. Add lines **2i(1)** through **(11)**	2i(12)		0
j Total expenses. Add all **expense** amounts in column (b) and enter total	2j		141887711

Net Income and Reconciliation

k Net income (loss). Subtract line **2j** from line **2d**	2k		412509493
l Transfers of assets:			
(1) To this plan	2l(1)		
(2) From this plan	2l(2)		

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) [X] 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) [X] 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: ABBOTT, STRINGHAM & LYNCH (2) EIN: 77-0051130

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.)	4a		X	
b Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.)	4b		X	
c Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)	4c		X	
d Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)	4d		X	
e Was this plan covered by a fidelity bond?	4e	X		10000000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?	4f		X	
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?	4g		X	
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?	4h		X	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	4i	X		
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)	4j	X		
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?	4k		X	
l Has the plan failed to provide any benefit when due under the plan?	4l		X	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)	4m		X	
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.	4n			

5a Has a resolution to terminate the plan been adopted during the plan year or any prior plan year? [ ] Yes [X] 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
ROSENDIN ELECTRIC, INC. EMPLOYEE STOCK OWNERSHIP PLAN

B Three-digit plan number (PN) ▶ 003

C Plan sponsor's name as shown on line 2a of Form 5500
ROSENDIN HOLDINGS, INC.

D Employer Identification Number (EIN)
27-3947375

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** 0

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): 42-0127290 ____________

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

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__________.

ROSENDIN ELECTRIC

ROSENDIN ELECTRIC, INC.
EMPLOYEE STOCK OWNERSHIP PLAN

FINANCIAL STATEMENTS

YEARS ENDED DECEMBER 31, 2024 AND 2023

INDEPENDENT AUDITOR'S REPORT

To the Plan Trustees of the
Rosendin Electric, Inc. Employee Stock Ownership Plan
San Jose, California

Opinion

We have audited the financial statements of Rosendin Electric, Inc. Employee Stock Ownership Plan (the “Plan”), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), which comprise the statements of net assets available for benefits as of December 31, 2024 and 2023, and the related statements of changes in net assets available for benefits for the years then ended, and the related notes to the financial statements.

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

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America (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 audit opinion.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

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

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

Auditor's Responsibilities for the Audit of the Financial Statements

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

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

Supplemental Schedules Required by ERISA

Our audits were conducted for the purpose of forming an opinion on the financial statements as a whole. The supplemental Schedule of Assets (Held at End of Year) as of December 31, 2024 and the Schedule of Reportable Transactions for the year ended December 31, 2024 are presented for purposes of additional analysis and are not a required part of the financial statements but are supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information has been subjected to the auditing procedures applied in the audits of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS.

In forming our opinion on the supplemental schedules, we evaluated whether the supplemental schedules, including their form and content, are presented in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

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

Abbott, Stringham & Lynch

October 10, 2025

ROSENDIN ELECTRIC, INC.
EMPLOYEE STOCK OWNERSHIP PLAN

STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS

	December 31,	
	2024	2023
Assets:		
Investment in Rosendin Holdings, Inc.		
common stock at fair value	$ 1,523,605,270	$ 1,118,826,167
Investment in mutual funds at fair value	13,980,520	6,493,712
Total investments at fair value	1,537,585,790	1,125,319,879
Receivables:		
Employer contributions receivable	460,907	217,325
Total receivables	460,907	217,325
Net assets available for benefits	$ 1,538,046,697	$ 1,125,537,204

ROSENDIN ELECTRIC, INC.
EMPLOYEE STOCK OWNERSHIP PLAN

STATEMENTS OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS

	Year Ended December 31,	
	2024	2023
Additions:		
Investment income:		
Net appreciation in fair value of investment in Rosendin Holdings, Inc. common stock	$ 404,779,103	$ 131,376,820
Net appreciation of mutual funds	19,168	80,773
Interest and dividends from mutual funds in the fair value	376,698	422,890
Dividend income from Rosendin Holdings, Inc.	94,761,328	31,619,284
Total investment income	499,936,297	163,499,767
Employer contributions	54,460,907	52,217,325
Total additions	554,397,204	215,717,092
Deductions:		
Distributions to participants	(141,887,711)	(84,731,799)
Net increase	412,509,493	130,985,293
Net assets available for benefits:		
Beginning of year	1,125,537,204	994,551,911
End of year	$ 1,538,046,697	$ 1,125,537,204

Note 1 - Description of plan

General

The Rosendin Electric, Inc. Employee Stock Ownership Plan (the "Plan") was created in 1992 and is maintained by Rosendin Holdings, Inc. (the "Company", "Plan Administrator", "Plan Sponsor", "RHI") to enable participating employees to share in the growth and prosperity of the Company, and to provide participants with an opportunity to accumulate capital for their future economic security. The Plan has since been amended and restated for legislative and regulatory changes. During 2010, a holding Company, RHI, was established, which owns 100% of Rosendin Electric, Inc., Modular Power Solutions, Enovate Advisors, LLC, Rosendin International, LLC, Rigil Renewable Energy Group, LLC, and Rosendin Investments LLC. The Plan was amended during 2010 to reflect the Plan's exchange of shares of Rosendin Electric, Inc. for shares of RHI. The Plan was amended in 2023 to i) lower the eligibility age and remove the service hours requirement, ii) remove imposed limitations on the total contributions for participants under a collective bargaining agreement, iii) redefine the definition of compensation and iv) allow for certain 2023 diversification distributions in addition to existing diversification limits. The Plan was amended in 2024 to allow for the employer contributions and cash dividends to be paid in the form of cancellation of indebtedness on a promissory note between the Company and the Plan.

The Company's principal business is to provide electrical contracting services to the commercial construction, high technology, health care, and design industries in most states in the United States of America, with offices primarily in California, Virginia, Arizona, Oregon, Nevada, Hawaii, Maryland, Texas, Idaho, Tennessee, and North Carolina.

The Plan operates under Section 4975(e)(7) and the regulations thereunder of the Internal Revenue Code of 1986, as amended ("IRC"), and is subject to the applicable provisions of the Employee Retirement Income Security Act of 1974 ("ERISA"). As an employee stock ownership plan, the Plan is designed to invest primarily in the stock of the Company and may acquire such stock on a leveraged basis. Participants should refer to the Plan document for more complete information.

Eligibility

Employees of RHI and its subsidiaries are generally eligible for participation in the Plan on the first allocation date following the initial date of service, provided the employee has attained the age of 18 years on the allocation date.

Administration

The Plan's assets are invested by the Trustees of the Plan, who invest cash received, interest, and dividend income and direct the distributions to participants. The Plan is currently administered by an ESOP Plan committee comprised of eight Trustees, five of whom are appointed by the Company's Board of Directors, three of whom are elected by Plan participants and confirmed by the Board of Directors. No Trustee receives compensation from the Plan. The Trustees are named fiduciaries with the authority to control and manage the operation and administration of the Plan. The Trustees hold RHI shares on behalf of the Plan. Principal Financial Group ("Principal") is the custodian of mutual fund assets and performs certain Plan administrative functions as a third-party Plan administrator.

Note 1 - Description of plan (continued)

Employer contributions

Employer contributions shall be paid to the Plan for each Plan year in amounts, as determined by the Board of Directors, which when aggregated with dividends and interest earnings, equal the amount necessary to enable the Plan to fund distributions to participants. Contributions may be paid in cash or in shares of Company stock. The Company may also repurchase shares to provide cash to the Plan. Contributions are recorded in the year in which they are approved by the Board of Directors. However, these contributions may be adjusted at any time prior to being paid and until the due date (including extensions) for filing the Company's federal income tax return for the Plan year. Participants are not permitted to contribute to the Plan.

Payment of benefits

In the event of death, disability or retirement, a participant or a designated beneficiary is entitled to receive the non-forfeitable balance in his or her account in the Plan year following the event as a single lump-sum payment or installments over a period generally not exceeding five years. Distributions for other separations from service commence in the third Plan year following the separation from service for participants who terminated prior to January 1, 2022. The amount to be distributed is based upon the immediately preceding valuation date. The distributions are made in cash or in the form of Company common stock plus cash for any fractional shares of common stock. Under the provisions of the Plan, the Company is obligated to repurchase participant shares, which have been distributed under the terms of the Plan, if the shares are not publicly traded. Participant's account balances are distributed in accordance with the distribution policy, which is determined by the Company's Board of Directors. The distribution policy can be changed from time to time without amending the Plan, as long as those changes are beneficial to the Plan participants.

During the year ended December 31, 2024, the Board of Directors modified the distribution policy allowing participants who terminated service on or after January 1, 2022 to receive a single lump sum distribution of their full account balance beginning the second Plan year following their termination of service. If the participant does not elect a distribution, the account will be segregated and placed into investments other than the Company stock.

During the year ended December 31, 2024, the Board of Directors modified the distribution policy allowing participants who have been terminated for a reason other than retirement, death or disability and have reached the age of 65 years to take a single lump sum distribution of their full account balance.

If the participant's vested account balance exceeds $1,000 but does not exceed $5,000, the Plan allows for an automatic distribution of such balance to an individual retirement plan designated by the Trustee or a distribution directly to the participant. If vested balance does not exceed $1,000, the Trustee may distribute the balance directly to the participant. If the vested balance exceeds $5,000, no portion of such balance may be distributed to the participant before he or she attains age 65, without the consent of the participant.

Note 1 - Description of plan (continued)

Voting rights

Each participant is entitled to exercise voting rights attributable to the shares allocated to his or her account and is notified by the Trustee prior to the time that such rights are to be exercised. The Trustee is not permitted to vote any allocated shares for which instructions were not given by a participant.

Participant accounts

The Plan is a defined contribution plan under which a separate individual account is established for each participant. Each participant's account is credited as of the last day of each Plan year with an allocation of shares of the Company's common stock purchased and paid for by the Plan or contributed in-kind to the Plan as an employer contribution and forfeitures of terminated participants' non-vested accounts. Only those participants who are eligible employees of the Company as of the last day of the Plan year will receive an allocation. Allocations are based on a participant's eligible compensation, relative to total eligible compensation. Dividend income is allocated to participants based on the number of shares held. Plan earnings are allocated to each participant's account based on the ratio of the participant's account balance.

Vesting

A participant's Company stock account and other investment account vest and become non-forfeitable according to the following schedule:

Years of Service	Vesting Percentage
Less than 2 years	0%
2 years	20%
3 years	40%
4 years	60%
5 years	80%
6 years or more	100%

The Company stock account and other investment account are automatically 100% vested if a participant employed by the Company incurs a disability or dies while employed by the Company or attains normal retirement age of 65 or older and has reached at least the fifth anniversary of the date the participant commenced participation in the Plan.

Put option

Under federal income tax regulations, employer stock that is held by the Plan and its participants and is not readily tradable on an established market, or is subject to trading limitations, includes a put option. The put option is a right to demand that the Company buy any shares of its stock distributed to participants for which there is no market. The put price is representative of the current appraised value of the stock. The Company can pay for the purchase with interest over a period of five years. The purpose of the put option is to ensure that the participant has the ability to ultimately obtain cash.

Note 1 - Description of plan (continued)

Diversification

Diversification is offered to participants close to retirement so that they may have the opportunity to move part of the value of their investment in the Company common stock into investments that are more diversified. Participants who are at least age 55 with at least 10 years of participation in the Plan may elect to diversify a portion of their account. Diversification is offered to each eligible participant over a 6-year period. In each of the first 5 years, a participant may diversify up to 25 percent of the number of post-1986 shares allocated to his or her account, less any shares previously diversified. In the sixth year, the percentage changes to 50 percent. Participants who elect to diversify receive a cash distribution or shares that are subsequently repurchased by the Company for cash. The election to diversify is made subsequent to year-end based upon the shares of employer stock in the participant's account at year-end.

During the year ended December 31, 2023, the Plan was amended to allow for diversification distributions in addition to the above stated diversification limits. This plan amendment was effective only for 2023 diversified distributions.

Forfeitures

Plan forfeitures are allocated to each participant's account based upon the proportion of the participant's eligible compensation to total eligible compensation for the Plan year. Forfeitures allocated to participants during the Plan years ended December 31, 2024 and 2023 totaled $10,075,834 and $7,432,775, respectively.

Note 2 - Summary of significant accounting policies

Basis of accounting

The financial statements of the Plan have been 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 requires management to make estimates and assumptions that affect the reported amounts of assets, liabilities, and changes therein, and disclosure of contingent assets and liabilities. Actual results could differ from those estimates. Significant estimates used in preparing these financial statements include the fair value of Company stock.

Investment valuation and income recognition

Investments are reported at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in orderly transaction between market participants at the measurement date. The ESOP Plan Committee oversees the Plan's valuation process, which is conducted by an independent appraiser utilizing information provided by the Company. See Note 4 for a discussion of the fair value measurements.

Note 2 - Summary of significant accounting policies (continued)

Investment valuation and income recognition (continued)

Purchase and sales of securities are recorded on a trade-date basis. Net appreciation (depreciation) includes the Plan's gains and losses on investments bought and sold as well as held during the year. Dividend income is reported on the ex-dividend date. Interest income is recorded on the accrual basis. Realized gains and losses from security transactions are reported on the average cost method.

Expenses

Certain expenses of maintaining the Plan are paid directly by the Plan Sponsor and are excluded from these financial statements. The Plan participants pay investment management and recordkeeping fees on mutual fund investments ranging from 0.09% to 0.94%, which are reported as a reduction in the Plan’s investment earnings from mutual funds in the statements of changes in net assets available for benefits.

Payment of benefits

Benefits are recorded when paid.

Subsequent events

In preparing its financial statements, the Plan has evaluated subsequent events through October 10, 2025, which is the date the financial statements were available to be issued.

Note 3 - Investments

The following table presents the Plan's investments:

	December 31, 2024	December 31, 2023
Investments:		
Investment in mutual funds at fair value:		
Lord Abbett Short Duration Income R3	$ 4,658,113	$ 2,155,659
Principal Short-Term Income R3	4,651,751	2,153,054
Vanguard Treasury Money Market Investor Fund	4,670,656	2,184,999
Total investment in mutual funds at fair value	$ 13,980,520	$ 6,493,712
Rosendin Holdings, Inc. common stock:		
Number of shares	6,532,910	6,532,910
Estimated fair value	$ 1,523,605,270	$ 1,118,826,167

Note 4 - Fair value measurements

The framework for measuring fair value provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1) and the lowest priority to unobservable inputs (Level 3). The asset or liability's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques maximize the use of relevant observable inputs and minimize the use of unobservable inputs.

The three levels of the fair value hierarchy under FASB ASC Topic 820 are described as follows:

Level 1 Inputs to the valuation methodology are unadjusted quoted prices for identical assets or liabilities in active markets that the Plan has the ability to access. The Plan's investments in mutual funds are valued at the daily closing price as reported by the funds that are registered with the U.S. Securities and Exchange Commission (SEC). These funds are required to publish their daily net asset value (NAV) and to transact at that price and are deemed to be actively traded.

Level 2 Inputs to the valuation methodology include:

- Quoted prices for similar assets or liabilities in active markets;
- Quoted prices for identical or similar assets or liabilities in inactive markets;
- Inputs other than quoted prices that are observable for the asset or liability;
- Inputs that are derived principally from, or corroborated by, observable market data by correlation or other means.

  If the asset or liability has a specified (contractual) term, the Level 2 input must be observable for substantially the full term of the asset or liability.

Level 3 Inputs to valuation methodology are unobservable and significant to the fair value measurement. The Plan's investment in Rosendin Holdings, Inc. common stock is valued at Level 3, based on an independent appraisal.

No assets were noted at Level 2 for the years ended December 31, 2024 and 2023. There have been no changes in the methodologies used at December 31, 2024 and 2023.

The following table sets forth by level, within the fair value hierarchy, the Plan's assets at fair value as of December 31, 2024 and 2023:

	Assets at Fair Value as of December 31, 2024			
	Level 1	Level 2	Level 3	Total
Investment in mutual funds	$ 13,980,520	$ -	$ -	$ 13,980,520
Investment in Rosendin Holdings, Inc. common stock	-	-	1,523,605,270	1,523,605,270
Investments at fair value	$ 13,980,520	$ -	$ 1,523,605,270	$ 1,537,585,790

Note 4 - Fair value measurements (continued)

	Assets at Fair Value as of December 31, 2023			
	Level 1	Level 2	Level 3	Total
Investment in mutual funds	$ 6,493,712	$ -	$ -	$ 6,493,712
Investment in Rosendin Holdings, Inc. common stock	-	-	1,118,826,167	1,118,826,167
Investments at fair value	$ 6,493,712	$ -	$ 1,118,826,167	$ 1,125,319,879

The following table sets forth the purchases and sales of the Plan's Level 3 investment for the years ended December 31, 2024 and 2023:

	Year Ended December 31,	
Investment in Rosendin Holdings, Inc. common stock	2024	2023
Purchases	$ 156,559,846	$ 91,595,274
Sales	$(156,559,846)	$ (91,595,274)

The Plan owned 100% of RHI's common stock as of December 31, 2024 and 2023. Investment in the 6,532,910 shares of RHI's common stock as of December 31, 2024 and 2023 is based on its fair value as determined by an independent appraiser. The following is a description of the valuation methodologies used for assets measured at fair value. The appraised fair value per share was $233.22 and $171.26 as of December 31, 2024 and 2023, respectively. The appraisal was based upon a combination of the discounted cash flow approach and selected public companies' comparison techniques consistent with prior years. The appraiser took into account discounted projected debt-free net cash flow, net income, weighted average cost of capital, discount rates, discount for lack of marketability, market comparables, revenue multiples and the fair value of RHI assets and liabilities.

The above method may produce a fair value calculation that may not be indicative of net realizable value or reflective of future fair values. Although the Plan believes its valuation methods are appropriate and consistent with other market participants, the use of different methodologies and assumptions to determine the fair value of certain financial instruments could result in a different fair value measurement at the reporting date.

Note 5 - Loan from the Company

During the Plan years ended December 31, 2024 and 2023, the Plan accessed its revolving credit loan agreement with the Company. Under the revolving credit promissory note, executed on October 28, 2016, the Company could advance, as a loan to the Plan, funds needed to distribute cash benefits to the Plan participants. During the years ended December 31, 2024 and 2023, respectively, the Company advanced $94,761,328 and $31,619,284 in cash to the Plan to cover the Plan's distribution obligations. These advances were interest-free and collateral-free loans to the Plan. Plan management believes that the loans comply with the requirements of DOL Prohibited Transactions Exemption ("PTE") 80-26. The loans were fully repaid during the years ended December 31, 2024 and 2023, respectively (refer to Note 6).

Note 6 - Company dividends

The Company paid dividends to the Plan of $94,761,328 and $31,619,284, or approximately $14.51 and $4.84 per share during the years ended December 31, 2024 and 2023, respectively. To fund the dividend payment, Rosendin Electric, Inc. made a short-term advance to the Company (Rosendin Holdings, Inc.) during the year ended December 31, 2023, and the advance was fully repaid during the year ended December 31, 2023. During the year ended December 31, 2024, the Company issued dividends to the Plan which were paid by the form of cancellation of indebtedness on a promissory note between the Company and the Plan.

Note 7 - Related party and party-in-interest transactions

Certain plan assets are invested in shares of mutual funds and a money market fund managed by Principal. Principal is the custodian as defined by the Plan. The Plan also invests in Company common stock. These transactions qualify as related party and party-in-interest transactions. Refer to *Note 2 - Expenses* for expenses of the Plan Sponsor payment to these parties-in-interest. All of these transactions are considered party-in-interest transactions under ERISA regulations but are permitted under the provisions of the Plan and are specifically exempt from the prohibition of party-in-interest transactions under ERISA.

Note 8 - Risks and uncertainties

The Plan investments consist primarily of the Company's common stock, which is exposed to various risks, such as interest rate, market, and credit risks, as well as valuation assumptions based on earnings, cash flows, and other such techniques. Market risks related to geopolitical tensions, economic instability, and changes in international trade policies, including the imposition of new tariffs, could impact the value of investment securities. Due to the level of risk associated with the investments in the common stock and uncertainties inherent in estimates and assumptions, it is at least reasonably possible that changes in the value of the common stock will occur in the near term and that such changes could materially affect the amounts reported in the financial statements.

Note 9 - Plan termination

The Company reserves the right to terminate the Plan at any time, subject to the Plan provisions. Upon termination of the Plan, the ESOP Plan Committee directs the Trustees to pay all liabilities and expenses of the trust fund. Subsequently, the interest of each participant in the trust fund will be distributed to such participant or a beneficiary at the time prescribed by the Plan terms and the IRC.

Note 10 - Tax status

The Plan has received a determination letter from the Internal Revenue Service dated October 16, 2014, stating that the Plan is qualified under the IRC, and, therefore, the related trust is exempt from taxation. Once qualified, the Plan is required to operate in conformity with the IRC to maintain its qualification. The Plan has been amended since receiving the determination letter. However, the Plan's third-party administrator and the Plan's tax counsel believe that the Plan is currently designed, and being operated, in compliance with the applicable requirements of the IRC. Therefore, they believe that the Plan is qualified and the related trust is tax-exempt as of the financial statements date and through the date of issuance of the financial statements.

Accounting principles generally accepted in the United States of America require plan management to evaluate tax positions taken by the plan and recognize a tax liability (or asset) if the plan has taken a significant uncertain position that more likely than not would not be sustained upon examination by taxing authorities and government agencies. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

SUPPLEMENTAL SCHEDULES

ROSENDIN ELECTRIC, INC.
EMPLOYEE STOCK OWNERSHIP PLAN

Schedule H, Line 4i
Schedule of Assets (Held at End of Year)

December 31, 2024

EIN: 27-3947375

Plan Number: 003

(a)	(b) Identity of Issue, Borrower, Lessor, or Similar Party	(c) Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	(d) Cost	(e) Current Value
*	Rosendin Holdings, Inc.	Common Stock - 6,532,910 shares	$ 843,332,357	$ 1,523,605,270
	Lord Abbett Short Duration Income R3	Mutual Fund	4,867,930	4,658,113
*	Principal Short-Term Income R3	Mutual Fund	4,698,521	4,651,751
	Vanguard Treasury Money Market Investor Fund	Money Market Fund	4,670,656	4,670,656
			$ 857,569,464	$ 1,537,585,790

* A party-in-interest, as defined by the Employee Retirement Income Security Act of 1974, as amended.

ROSENDIN ELECTRIC, INC.
EMPLOYEE STOCK OWNERSHIP PLAN

Schedule H, Line 4j
Schedule of Reportable Transactions

Year Ended December 31, 2024

EIN: 27-3947375

Plan Number: 003

(a) Identity of Party Involved	(b) Description of Asset	Number of Purchase Transactions	(c) Purchase Price	Number of Sales Transactions	(d) Selling Price	(e) Lease Rental	(f) Expense Incurred With Transaction	(g) Cost of Asset	(h) Current Value of Asset on Transaction Date	(i) Net Gain or (Loss)
Vanguard Group	Vanguard Treasury Money Market Investor Fund	13	$ 149,169,725	-	$ -	N/A	none	$ 149,169,725	$ 149,169,725	$ -
Vanguard Group	Vanguard Treasury Money Market Investor Fund	-	$ -	5	$ 146,684,068	N/A	none	$ 146,684,068	$ 146,684,068	$ -

See accompanying independent auditor's report.

ROSENDIN ELECTRIC, INC.
EMPLOYEE STOCK OWNERSHIP PLAN

Schedule H, Line 4i
Schedule of Assets (Held at End of Year)

December 31, 2024

EIN: 27-3947375

Plan Number: 003

(a)	(b) Identity of Issue, Borrower, Lessor, or Similar Party	(c) Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	(d) Cost	(e) Current Value
*	Rosendin Holdings, Inc.	Common Stock - 6,532,910 shares	$ 843,332,357	$ 1,523,605,270
	Lord Abbett Short Duration Income R3	Mutual Fund	4,867,930	4,658,113
*	Principal Short-Term Income R3	Mutual Fund	4,698,521	4,651,751
	Vanguard Treasury Money Market Investor Fund	Money Market Fund	4,670,656	4,670,656
			$ 857,569,464	$ 1,537,585,790

* A party-in-interest, as defined by the Employee Retirement Income Security Act of 1974, as amended.

ROSENDIN ELECTRIC, INC.
EMPLOYEE STOCK OWNERSHIP PLAN

FINANCIAL STATEMENTS

YEARS ENDED DECEMBER 31, 2024 AND 2023

INDEPENDENT AUDITOR'S REPORT

To the Plan Trustees of the
Rosendin Electric, Inc. Employee Stock Ownership Plan
San Jose, California

Opinion

We have audited the financial statements of Rosendin Electric, Inc. Employee Stock Ownership Plan (the “Plan”), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), which comprise the statements of net assets available for benefits as of December 31, 2024 and 2023, and the related statements of changes in net assets available for benefits for the years then ended, and the related notes to the financial statements.

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

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America (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 audit opinion.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

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

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

Auditor's Responsibilities for the Audit of the Financial Statements

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

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

Supplemental Schedules Required by ERISA

Our audits were conducted for the purpose of forming an opinion on the financial statements as a whole. The supplemental Schedule of Assets (Held at End of Year) as of December 31, 2024 and the Schedule of Reportable Transactions for the year ended December 31, 2024 are presented for purposes of additional analysis and are not a required part of the financial statements but are supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information has been subjected to the auditing procedures applied in the audits of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS.

In forming our opinion on the supplemental schedules, we evaluated whether the supplemental schedules, including their form and content, are presented in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

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

Abbott, Stringham & Lynch

October 10, 2025

ROSENDIN ELECTRIC, INC.
EMPLOYEE STOCK OWNERSHIP PLAN

STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS

	December 31,	
	2024	2023
Assets:		
Investment in Rosendin Holdings, Inc.		
common stock at fair value	$ 1,523,605,270	$ 1,118,826,167
Investment in mutual funds at fair value	13,980,520	6,493,712
Total investments at fair value	1,537,585,790	1,125,319,879
Receivables:		
Employer contributions receivable	460,907	217,325
Total receivables	460,907	217,325
Net assets available for benefits	$ 1,538,046,697	$ 1,125,537,204

ROSENDIN ELECTRIC, INC.
EMPLOYEE STOCK OWNERSHIP PLAN

STATEMENTS OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS

	Year Ended December 31,	
	2024	2023
Additions:		
Investment income:		
Net appreciation in fair value of investment in Rosendin Holdings, Inc. common stock	$ 404,779,103	$ 131,376,820
Net appreciation of mutual funds	19,168	80,773
Interest and dividends from mutual funds in the fair value	376,698	422,890
Dividend income from Rosendin Holdings, Inc.	94,761,328	31,619,284
Total investment income	499,936,297	163,499,767
Employer contributions	54,460,907	52,217,325
Total additions	554,397,204	215,717,092
Deductions:		
Distributions to participants	(141,887,711)	(84,731,799)
Net increase	412,509,493	130,985,293
Net assets available for benefits:		
Beginning of year	1,125,537,204	994,551,911
End of year	$ 1,538,046,697	$ 1,125,537,204

Note 1 - Description of plan

General

The Rosendin Electric, Inc. Employee Stock Ownership Plan (the “Plan”) was created in 1992 and is maintained by Rosendin Holdings, Inc. (the “Company”, “Plan Administrator”, “Plan Sponsor”, “RHI”) to enable participating employees to share in the growth and prosperity of the Company, and to provide participants with an opportunity to accumulate capital for their future economic security. The Plan has since been amended and restated for legislative and regulatory changes. During 2010, a holding Company, RHI, was established, which owns 100% of Rosendin Electric, Inc., Modular Power Solutions, Enovate Advisors, LLC, Rosendin International, LLC, Rigil Renewable Energy Group, LLC, and Rosendin Investments LLC. The Plan was amended during 2010 to reflect the Plan’s exchange of shares of Rosendin Electric, Inc. for shares of RHI. The Plan was amended in 2023 to i) lower the eligibility age and remove the service hours requirement, ii) remove imposed limitations on the total contributions for participants under a collective bargaining agreement, iii) redefine the definition of compensation and iv) allow for certain 2023 diversification distributions in addition to existing diversification limits. The Plan was amended in 2024 to allow for the employer contributions and cash dividends to be paid in the form of cancellation of indebtedness on a promissory note between the Company and the Plan.

The Company’s principal business is to provide electrical contracting services to the commercial construction, high technology, health care, and design industries in most states in the United States of America, with offices primarily in California, Virginia, Arizona, Oregon, Nevada, Hawaii, Maryland, Texas, Idaho, Tennessee, and North Carolina.

The Plan operates under Section 4975(e)(7) and the regulations thereunder of the Internal Revenue Code of 1986, as amended (“IRC”), and is subject to the applicable provisions of the Employee Retirement Income Security Act of 1974 (“ERISA”). As an employee stock ownership plan, the Plan is designed to invest primarily in the stock of the Company and may acquire such stock on a leveraged basis. Participants should refer to the Plan document for more complete information.

Eligibility

Employees of RHI and its subsidiaries are generally eligible for participation in the Plan on the first allocation date following the initial date of service, provided the employee has attained the age of 18 years on the allocation date.

Administration

The Plan's assets are invested by the Trustees of the Plan, who invest cash received, interest, and dividend income and direct the distributions to participants. The Plan is currently administered by an ESOP Plan committee comprised of eight Trustees, five of whom are appointed by the Company’s Board of Directors, three of whom are elected by Plan participants and confirmed by the Board of Directors. No Trustee receives compensation from the Plan. The Trustees are named fiduciaries with the authority to control and manage the operation and administration of the Plan. The Trustees hold RHI shares on behalf of the Plan. Principal Financial Group (“Principal”) is the custodian of mutual fund assets and performs certain Plan administrative functions as a third-party Plan administrator.

Note 1 - Description of plan (continued)

Employer contributions

Employer contributions shall be paid to the Plan for each Plan year in amounts, as determined by the Board of Directors, which when aggregated with dividends and interest earnings, equal the amount necessary to enable the Plan to fund distributions to participants. Contributions may be paid in cash or in shares of Company stock. The Company may also repurchase shares to provide cash to the Plan. Contributions are recorded in the year in which they are approved by the Board of Directors. However, these contributions may be adjusted at any time prior to being paid and until the due date (including extensions) for filing the Company's federal income tax return for the Plan year. Participants are not permitted to contribute to the Plan.

Payment of benefits

In the event of death, disability or retirement, a participant or a designated beneficiary is entitled to receive the non-forfeitable balance in his or her account in the Plan year following the event as a single lump-sum payment or installments over a period generally not exceeding five years. Distributions for other separations from service commence in the third Plan year following the separation from service for participants who terminated prior to January 1, 2022. The amount to be distributed is based upon the immediately preceding valuation date. The distributions are made in cash or in the form of Company common stock plus cash for any fractional shares of common stock. Under the provisions of the Plan, the Company is obligated to repurchase participant shares, which have been distributed under the terms of the Plan, if the shares are not publicly traded. Participant's account balances are distributed in accordance with the distribution policy, which is determined by the Company's Board of Directors. The distribution policy can be changed from time to time without amending the Plan, as long as those changes are beneficial to the Plan participants.

During the year ended December 31, 2024, the Board of Directors modified the distribution policy allowing participants who terminated service on or after January 1, 2022 to receive a single lump sum distribution of their full account balance beginning the second Plan year following their termination of service. If the participant does not elect a distribution, the account will be segregated and placed into investments other than the Company stock.

During the year ended December 31, 2024, the Board of Directors modified the distribution policy allowing participants who have been terminated for a reason other than retirement, death or disability and have reached the age of 65 years to take a single lump sum distribution of their full account balance.

If the participant's vested account balance exceeds $1,000 but does not exceed $5,000, the Plan allows for an automatic distribution of such balance to an individual retirement plan designated by the Trustee or a distribution directly to the participant. If vested balance does not exceed $1,000, the Trustee may distribute the balance directly to the participant. If the vested balance exceeds $5,000, no portion of such balance may be distributed to the participant before he or she attains age 65, without the consent of the participant.

Note 1 - Description of plan (continued)

Voting rights

Each participant is entitled to exercise voting rights attributable to the shares allocated to his or her account and is notified by the Trustee prior to the time that such rights are to be exercised. The Trustee is not permitted to vote any allocated shares for which instructions were not given by a participant.

Participant accounts

The Plan is a defined contribution plan under which a separate individual account is established for each participant. Each participant's account is credited as of the last day of each Plan year with an allocation of shares of the Company's common stock purchased and paid for by the Plan or contributed in-kind to the Plan as an employer contribution and forfeitures of terminated participants' non-vested accounts. Only those participants who are eligible employees of the Company as of the last day of the Plan year will receive an allocation. Allocations are based on a participant's eligible compensation, relative to total eligible compensation. Dividend income is allocated to participants based on the number of shares held. Plan earnings are allocated to each participant's account based on the ratio of the participant's account balance.

Vesting

A participant's Company stock account and other investment account vest and become non-forfeitable according to the following schedule:

Years of Service	Vesting Percentage
Less than 2 years	0%
2 years	20%
3 years	40%
4 years	60%
5 years	80%
6 years or more	100%

The Company stock account and other investment account are automatically 100% vested if a participant employed by the Company incurs a disability or dies while employed by the Company or attains normal retirement age of 65 or older and has reached at least the fifth anniversary of the date the participant commenced participation in the Plan.

Put option

Under federal income tax regulations, employer stock that is held by the Plan and its participants and is not readily tradable on an established market, or is subject to trading limitations, includes a put option. The put option is a right to demand that the Company buy any shares of its stock distributed to participants for which there is no market. The put price is representative of the current appraised value of the stock. The Company can pay for the purchase with interest over a period of five years. The purpose of the put option is to ensure that the participant has the ability to ultimately obtain cash.

Note 1 - Description of plan (continued)

Diversification

Diversification is offered to participants close to retirement so that they may have the opportunity to move part of the value of their investment in the Company common stock into investments that are more diversified. Participants who are at least age 55 with at least 10 years of participation in the Plan may elect to diversify a portion of their account. Diversification is offered to each eligible participant over a 6-year period. In each of the first 5 years, a participant may diversify up to 25 percent of the number of post-1986 shares allocated to his or her account, less any shares previously diversified. In the sixth year, the percentage changes to 50 percent. Participants who elect to diversify receive a cash distribution or shares that are subsequently repurchased by the Company for cash. The election to diversify is made subsequent to year-end based upon the shares of employer stock in the participant's account at year-end.

During the year ended December 31, 2023, the Plan was amended to allow for diversification distributions in addition to the above stated diversification limits. This plan amendment was effective only for 2023 diversified distributions.

Forfeitures

Plan forfeitures are allocated to each participant's account based upon the proportion of the participant's eligible compensation to total eligible compensation for the Plan year. Forfeitures allocated to participants during the Plan years ended December 31, 2024 and 2023 totaled $10,075,834 and $7,432,775, respectively.

Note 2 - Summary of significant accounting policies

Basis of accounting

The financial statements of the Plan have been 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 requires management to make estimates and assumptions that affect the reported amounts of assets, liabilities, and changes therein, and disclosure of contingent assets and liabilities. Actual results could differ from those estimates. Significant estimates used in preparing these financial statements include the fair value of Company stock.

Investment valuation and income recognition

Investments are reported at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in orderly transaction between market participants at the measurement date. The ESOP Plan Committee oversees the Plan's valuation process, which is conducted by an independent appraiser utilizing information provided by the Company. See Note 4 for a discussion of the fair value measurements.

Note 2 - Summary of significant accounting policies (continued)

Investment valuation and income recognition (continued)

Purchase and sales of securities are recorded on a trade-date basis. Net appreciation (depreciation) includes the Plan's gains and losses on investments bought and sold as well as held during the year. Dividend income is reported on the ex-dividend date. Interest income is recorded on the accrual basis. Realized gains and losses from security transactions are reported on the average cost method.

Expenses

Certain expenses of maintaining the Plan are paid directly by the Plan Sponsor and are excluded from these financial statements. The Plan participants pay investment management and recordkeeping fees on mutual fund investments ranging from 0.09% to 0.94%, which are reported as a reduction in the Plan's investment earnings from mutual funds in the statements of changes in net assets available for benefits.

Payment of benefits

Benefits are recorded when paid.

Subsequent events

In preparing its financial statements, the Plan has evaluated subsequent events through October 10, 2025, which is the date the financial statements were available to be issued.

Note 3 - Investments

The following table presents the Plan's investments:

	December 31, 2024	December 31, 2023
Investments:		
Investment in mutual funds at fair value:		
Lord Abbett Short Duration Income R3	$ 4,658,113	$ 2,155,659
Principal Short-Term Income R3	4,651,751	2,153,054
Vanguard Treasury Money Market Investor Fund	4,670,656	2,184,999
Total investment in mutual funds at fair value	$ 13,980,520	$ 6,493,712
Rosendin Holdings, Inc. common stock:		
Number of shares	6,532,910	6,532,910
Estimated fair value	$ 1,523,605,270	$ 1,118,826,167

Note 4 - Fair value measurements

The framework for measuring fair value provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1) and the lowest priority to unobservable inputs (Level 3). The asset or liability's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques maximize the use of relevant observable inputs and minimize the use of unobservable inputs.

The three levels of the fair value hierarchy under FASB ASC Topic 820 are described as follows:

Level 1 Inputs to the valuation methodology are unadjusted quoted prices for identical assets or liabilities in active markets that the Plan has the ability to access. The Plan's investments in mutual funds are valued at the daily closing price as reported by the funds that are registered with the U.S. Securities and Exchange Commission (SEC). These funds are required to publish their daily net asset value (NAV) and to transact at that price and are deemed to be actively traded.

Level 2 Inputs to the valuation methodology include:

- Quoted prices for similar assets or liabilities in active markets;
- Quoted prices for identical or similar assets or liabilities in inactive markets;
- Inputs other than quoted prices that are observable for the asset or liability;
- Inputs that are derived principally from, or corroborated by, observable market data by correlation or other means.

If the asset or liability has a specified (contractual) term, the Level 2 input must be observable for substantially the full term of the asset or liability.

Level 3 Inputs to valuation methodology are unobservable and significant to the fair value measurement. The Plan's investment in Rosendin Holdings, Inc. common stock is valued at Level 3, based on an independent appraisal.

No assets were noted at Level 2 for the years ended December 31, 2024 and 2023. There have been no changes in the methodologies used at December 31, 2024 and 2023.

The following table sets forth by level, within the fair value hierarchy, the Plan's assets at fair value as of December 31, 2024 and 2023:

	Assets at Fair Value as of December 31, 2024			
	Level 1	Level 2	Level 3	Total
Investment in mutual funds	$ 13,980,520	$ -	$ -	$ 13,980,520
Investment in Rosendin Holdings, Inc. common stock	-	-	1,523,605,270	1,523,605,270
Investments at fair value	$ 13,980,520	$ -	$ 1,523,605,270	$ 1,537,585,790

Note 4 - Fair value measurements (continued)

	Assets at Fair Value as of December 31, 2023			
	Level 1	Level 2	Level 3	Total
Investment in mutual funds	$ 6,493,712	$ -	$ -	$ 6,493,712
Investment in Rosendin Holdings, Inc. common stock	-	-	1,118,826,167	1,118,826,167
Investments at fair value	$ 6,493,712	$ -	$ 1,118,826,167	$ 1,125,319,879

The following table sets forth the purchases and sales of the Plan's Level 3 investment for the years ended December 31, 2024 and 2023:

	Year Ended December 31,	
Investment in Rosendin Holdings, Inc. common stock	2024	2023
Purchases	$ 156,559,846	$ 91,595,274
Sales	$(156,559,846)	$ (91,595,274)

The Plan owned 100% of RHI's common stock as of December 31, 2024 and 2023. Investment in the 6,532,910 shares of RHI's common stock as of December 31, 2024 and 2023 is based on its fair value as determined by an independent appraiser. The following is a description of the valuation methodologies used for assets measured at fair value. The appraised fair value per share was $233.22 and $171.26 as of December 31, 2024 and 2023, respectively. The appraisal was based upon a combination of the discounted cash flow approach and selected public companies' comparison techniques consistent with prior years. The appraiser took into account discounted projected debt-free net cash flow, net income, weighted average cost of capital, discount rates, discount for lack of marketability, market comparables, revenue multiples and the fair value of RHI assets and liabilities.

The above method may produce a fair value calculation that may not be indicative of net realizable value or reflective of future fair values. Although the Plan believes its valuation methods are appropriate and consistent with other market participants, the use of different methodologies and assumptions to determine the fair value of certain financial instruments could result in a different fair value measurement at the reporting date.

Note 5 - Loan from the Company

During the Plan years ended December 31, 2024 and 2023, the Plan accessed its revolving credit loan agreement with the Company. Under the revolving credit promissory note, executed on October 28, 2016, the Company could advance, as a loan to the Plan, funds needed to distribute cash benefits to the Plan participants. During the years ended December 31, 2024 and 2023, respectively, the Company advanced $94,761,328 and $31,619,284 in cash to the Plan to cover the Plan's distribution obligations. These advances were interest-free and collateral-free loans to the Plan. Plan management believes that the loans comply with the requirements of DOL Prohibited Transactions Exemption ("PTE") 80-26. The loans were fully repaid during the years ended December 31, 2024 and 2023, respectively (refer to Note 6).

Note 6 - Company dividends

The Company paid dividends to the Plan of $94,761,328 and $31,619,284, or approximately $14.51 and $4.84 per share during the years ended December 31, 2024 and 2023, respectively. To fund the dividend payment, Rosendin Electric, Inc. made a short-term advance to the Company (Rosendin Holdings, Inc.) during the year ended December 31, 2023, and the advance was fully repaid during the year ended December 31, 2023. During the year ended December 31, 2024, the Company issued dividends to the Plan which were paid by the form of cancellation of indebtedness on a promissory note between the Company and the Plan.

Note 7 - Related party and party-in-interest transactions

Certain plan assets are invested in shares of mutual funds and a money market fund managed by Principal. Principal is the custodian as defined by the Plan. The Plan also invests in Company common stock. These transactions qualify as related party and party-in-interest transactions. Refer to *Note 2 - Expenses* for expenses of the Plan Sponsor payment to these parties-in-interest. All of these transactions are considered party-in-interest transactions under ERISA regulations but are permitted under the provisions of the Plan and are specifically exempt from the prohibition of party-in-interest transactions under ERISA.

Note 8 - Risks and uncertainties

The Plan investments consist primarily of the Company's common stock, which is exposed to various risks, such as interest rate, market, and credit risks, as well as valuation assumptions based on earnings, cash flows, and other such techniques. Market risks related to geopolitical tensions, economic instability, and changes in international trade policies, including the imposition of new tariffs, could impact the value of investment securities. Due to the level of risk associated with the investments in the common stock and uncertainties inherent in estimates and assumptions, it is at least reasonably possible that changes in the value of the common stock will occur in the near term and that such changes could materially affect the amounts reported in the financial statements.

Note 9 - Plan termination

The Company reserves the right to terminate the Plan at any time, subject to the Plan provisions. Upon termination of the Plan, the ESOP Plan Committee directs the Trustees to pay all liabilities and expenses of the trust fund. Subsequently, the interest of each participant in the trust fund will be distributed to such participant or a beneficiary at the time prescribed by the Plan terms and the IRC.

Note 10 - Tax status

The Plan has received a determination letter from the Internal Revenue Service dated October 16, 2014, stating that the Plan is qualified under the IRC, and, therefore, the related trust is exempt from taxation. Once qualified, the Plan is required to operate in conformity with the IRC to maintain its qualification. The Plan has been amended since receiving the determination letter. However, the Plan's third-party administrator and the Plan's tax counsel believe that the Plan is currently designed, and being operated, in compliance with the applicable requirements of the IRC. Therefore, they believe that the Plan is qualified and the related trust is tax-exempt as of the financial statements date and through the date of issuance of the financial statements.

Accounting principles generally accepted in the United States of America require plan management to evaluate tax positions taken by the plan and recognize a tax liability (or asset) if the plan has taken a significant uncertain position that more likely than not would not be sustained upon examination by taxing authorities and government agencies. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

SUPPLEMENTAL SCHEDULES

ROSENDIN ELECTRIC, INC.
EMPLOYEE STOCK OWNERSHIP PLAN

Schedule H, Line 4i
Schedule of Assets (Held at End of Year)

December 31, 2024

EIN: 27-3947375

Plan Number: 003

(a)	(b) Identity of Issue, Borrower, Lessor, or Similar Party	(c) Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	(d) Cost	(e) Current Value
*	Rosendin Holdings, Inc.	Common Stock - 6,532,910 shares	$ 843,332,357	$ 1,523,605,270
	Lord Abbett Short Duration Income R3	Mutual Fund	4,867,930	4,658,113
*	Principal Short-Term Income R3	Mutual Fund	4,698,521	4,651,751
	Vanguard Treasury Money Market Investor Fund	Money Market Fund	4,670,656	4,670,656
			$ 857,569,464	$ 1,537,585,790

* A party-in-interest, as defined by the Employee Retirement Income Security Act of 1974, as amended.

ROSENDIN ELECTRIC, INC.
EMPLOYEE STOCK OWNERSHIP PLAN

Schedule H, Line 4j
Schedule of Reportable Transactions

Year Ended December 31, 2024

EIN: 27-3947375

Plan Number: 003

(a) Identity of Party Involved	(b) Description of Asset	Number of Purchase Transactions	(c) Purchase Price	Number of Sales Transactions	(d) Selling Price	(e) Lease Rental	(f) Expense Incurred With Transaction	(g) Cost of Asset	(h) Current Value of Asset on Transaction Date	(i) Net Gain or (Loss)
Vanguard Group	Vanguard Treasury Money Market Investor Fund	13	$ 149,169,725	-	$ -	N/A	none	$ 149,169,725	$ 149,169,725	$ -
Vanguard Group	Vanguard Treasury Money Market Investor Fund	-	$ -	5	$ 146,684,068	N/A	none	$ 146,684,068	$ 146,684,068	$ -

See accompanying independent auditor's report.