

Form 5500

Annual Return/Report of Employee Benefit Plan

OMB Nos. 1210-0110 1210-0089

2024

This Form is Open to Public Inspection

Department of the Treasury Internal Revenue Service

Department of Labor Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

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.

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... [X] a single-employer plan [] a DFE... B This return/report is: [] the first return/report [] the final return/report... C If the plan is a collectively-bargained plan, check here... [X] D Check box if filing under: [X] Form 5558 [] automatic extension [] the DFVC program... 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 HEIDELBERG MATERIALS US PENSION PLAN
1b Three-digit plan number (PN) 003
1c Effective date of plan 04/01/1950
2a Plan sponsor's name (employer, if for a single-employer plan) HM US SERVICES, LLC
2b Employer Identification Number (EIN) 81-4086708
2c Plan Sponsor's telephone number 972-653-5500
2d Business code (see instructions) 327300

Caution: A penalty for the late or incomplete filing of this return/report will be assessed unless reasonable cause is established.

Under penalties of perjury and other penalties set forth in the instructions, I declare that I have examined this return/report, including accompanying schedules, statements and attachments, as well as the electronic version of this return/report, and to the best of my knowledge and belief, it is true, correct, and complete.

Table with 4 columns: SIGN HERE, Signature of plan administrator, Date, Enter name of individual signing as plan administrator. Includes rows for employer/plan sponsor and DFE.

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

Form 5500 (2024) v. 240311

<p>3a Plan administrator's name and address <input type="checkbox"/> Same as Plan Sponsor</p> <p style="color: blue;">RETIREMENT PLANS COMMITTEE</p> <p style="color: blue;">300 E JOHN CARPENTER FRWY, STE 1645 IRVING, TX 75062</p>	<p>3b Administrator's EIN 22-3478453</p> <p>3c Administrator's telephone number 972-653-5500</p>
<p>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:</p> <p>a Sponsor's name</p> <p>c Plan Name</p>	<p>4b EIN</p> <p>4d PN</p>
<p>5 Total number of participants at the beginning of the plan year</p>	<p>5 14076</p>
<p>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).</p>	
<p>a(1) Total number of active participants at the beginning of the plan year</p>	<p>6a(1) 1104</p>
<p>a(2) Total number of active participants at the end of the plan year</p>	<p>6a(2) 948</p>
<p>b Retired or separated participants receiving benefits.....</p>	<p>6b 2407</p>
<p>c Other retired or separated participants entitled to future benefits</p>	<p>6c 2616</p>
<p>d Subtotal. Add lines 6a(2), 6b, and 6c.....</p>	<p>6d 5971</p>
<p>e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.</p>	<p>6e 585</p>
<p>f Total. Add lines 6d and 6e</p>	<p>6f 6556</p>
<p>g(1) Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item)</p>	<p>6g(1)</p>
<p>g(2) Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)</p>	<p>6g(2)</p>
<p>h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested.....</p>	<p>6h 9</p>
<p>7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)</p>	<p>7</p>

8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions:
1A 1I 3H

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

<p>9a Plan funding arrangement (check all that apply)</p> <p>(1) <input type="checkbox"/> Insurance</p> <p>(2) <input type="checkbox"/> Code section 412(e)(3) insurance contracts</p> <p>(3) <input checked="" type="checkbox"/> Trust</p> <p>(4) <input type="checkbox"/> General assets of the sponsor</p>	<p>9b Plan benefit arrangement (check all that apply)</p> <p>(1) <input type="checkbox"/> Insurance</p> <p>(2) <input type="checkbox"/> Code section 412(e)(3) insurance contracts</p> <p>(3) <input checked="" type="checkbox"/> Trust</p> <p>(4) <input type="checkbox"/> General assets of the sponsor</p>
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10 Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)

<p>a Pension Schedules</p> <p>(1) <input checked="" type="checkbox"/> R (Retirement Plan Information)</p> <p>(2) <input type="checkbox"/> MB (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary</p> <p>(3) <input checked="" type="checkbox"/> SB (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary</p> <p>(4) <input type="checkbox"/> DCG (Individual Plan Information) – Number Attached _____</p> <p>(5) <input type="checkbox"/> MEP (Multiple-Employer Retirement Plan Information)</p>	<p>b General Schedules</p> <p>(1) <input checked="" type="checkbox"/> H (Financial Information)</p> <p>(2) <input type="checkbox"/> I (Financial Information – Small Plan)</p> <p>(3) <input type="checkbox"/> A (Insurance Information) – Number Attached <u>0</u></p> <p>(4) <input type="checkbox"/> C (Service Provider Information)</p> <p>(5) <input checked="" type="checkbox"/> D (DFE/Participating Plan Information)</p> <p>(6) <input type="checkbox"/> G (Financial Transaction Schedules)</p>
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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 SB (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	Single-Employer Defined Benefit Plan Actuarial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500 or 5500-SF.	<small>OMB No. 1210-0110</small> 2024 This Form is Open to Public Inspection
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For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024

▶ **Round off amounts to nearest dollar.**
 ▶ **Caution:** A penalty of \$1,000 will be assessed for late filing of this report unless reasonable cause is established.

A Name of plan <u>HEIDELBERG MATERIALS US PENSION PLAN</u>	B Three-digit plan number (PN) ▶	<u>003</u>
C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF <u>HM US SERVICES, LLC</u>	D Employer Identification Number (EIN) <u>81-4086708</u>	
E Type of plan: <input checked="" type="checkbox"/> Single <input type="checkbox"/> Multiple-A <input type="checkbox"/> Multiple-B	F Prior year plan size: <input type="checkbox"/> 100 or fewer <input type="checkbox"/> 101-500 <input checked="" type="checkbox"/> More than 500	

Part I Basic Information

1	Enter the valuation date: Month <u>01</u> Day <u>01</u> Year <u>2024</u>		
2	Assets:		
	a Market value	2a	<u>875997729</u>
	b Actuarial value	2b	<u>942448273</u>
3	Funding target/participant count breakdown	(1) Number of participants	(2) Vested Funding Target
	a For retired participants and beneficiaries receiving payment	<u>10014</u>	<u>687109369</u>
	b For terminated vested participants	<u>2958</u>	<u>112496566</u>
	c For active participants	<u>1104</u>	<u>79752303</u>
	d Total	<u>14076</u>	<u>875773664</u>
4	If the plan is in at-risk status, check the box and complete lines (a) and (b)..... <input type="checkbox"/>		
	a Funding target disregarding prescribed at-risk assumptions	4a	
	b Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor	4b	
5	Effective interest rate	5	<u>5.11 %</u>
6	Target normal cost		
	a Present value of current plan year accruals	6a	<u>0</u>
	b Expected plan-related expenses	6b	<u>3010000</u>
	c Target normal cost	6c	<u>3010000</u>

Statement by Enrolled Actuary
 To the best of my knowledge, the information supplied in this schedule and accompanying schedules, statements and attachments, if any, is complete and accurate. Each prescribed assumption was applied in accordance with applicable law and regulations. In my opinion, each other assumption is reasonable (taking into account the experience of the plan and reasonable expectations) and such other assumptions, in combination, offer my best estimate of anticipated experience under the plan.

SIGN HERE		
	Signature of actuary	<u>10/10/2025</u> Date
	<u>RYAN THOMPSON</u> Type or print name of actuary	<u>23-08680</u> Most recent enrollment number
	<u>WILLIS TOWERS WATSON US LLC</u> Firm name	<u>214-530-4200</u> Telephone number (including area code)
	<u>500 NORTH AKARD STREET SUITE 4300 DALLAS, TX 75201</u> Address of the firm	

If the actuary has not fully reflected any regulation or ruling promulgated under the statute in completing this schedule, check the box and see instructions

Part II Beginning of Year Carryover and Prefunding Balances		(a) Carryover balance	(b) Prefunding balance
7	Balance at beginning of prior year after applicable adjustments (line 13 from prior year)	0	150843842
8	Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	0	4953305
9	Amount remaining (line 7 minus line 8)	0	145890537
10	Interest on line 9 using prior year's actual return of <u>10.66</u> %	0	15551931
11	Prior year's excess contributions to be added to prefunding balance:		
	a Present value of excess contributions (line 38a from prior year)		0
	b(1) Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of <u>5.06</u> %		0
	b(2) Interest on line 38b from prior year Schedule SB, using prior year's actual return		0
	c Total available at beginning of current plan year to add to prefunding balance		0
	d Portion of (c) to be added to prefunding balance		0
12	Other reductions in balances due to elections or deemed elections	0	0
13	Balance at beginning of current year (line 9 + line 10 + line 11d – line 12)	0	161442468

Part III Funding Percentages			
14	Funding target attainment percentage	14	88.81 %
15	Adjusted funding target attainment percentage	15	107.17 %
16	Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to reduce current year's funding requirement	16	86.28 %
17	If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage	17	%

Part IV Contributions and Liquidity Shortfalls							
18 Contributions made to the plan for the plan year by employer(s) and employees:							
(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees	(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees		
			Totals ▶	18(b)	0	18(c)	0

19	Discounted employer contributions – see instructions for small plan with a valuation date after the beginning of the year:		
	a Contributions allocated toward unpaid minimum required contributions from prior years	19a 0	
	b Contributions made to avoid restrictions adjusted to valuation date	19b 0	
	c Contributions allocated toward minimum required contribution for current year adjusted to valuation date	19c 0	
20	Quarterly contributions and liquidity shortfalls:		
	a Did the plan have a "funding shortfall" for the prior year?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
	b If line 20a is "Yes," were required quarterly installments for the current year made in a timely manner?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
	c If line 20a is "Yes," see instructions and complete the following table as applicable:		
Liquidity shortfall as of end of quarter of this plan year			
(1) 1st	(2) 2nd	(3) 3rd	(4) 4th
0	0	0	0

Part V Assumptions Used to Determine Funding Target and Target Normal Cost

21 Discount rate:

a Segment rates:	1st segment: %	2nd segment: %	3rd segment: %	<input checked="" type="checkbox"/> N/A, full yield curve used
b Applicable month (enter code)				21b

22 Weighted average retirement age **22** 61

23 Mortality table(s) (see instructions) Prescribed - combined Prescribed - separate Substitute

Part VI Miscellaneous Items

24 Has a change been made in the non-prescribed actuarial assumptions for the current plan year? If "Yes," see instructions regarding required attachment..... Yes No

25 Has a method change been made for the current plan year? If "Yes," see instructions regarding required attachment..... Yes No

26 Demographic and benefit information

a Is the plan required to provide a Schedule of Active Participants? If "Yes," see instructions regarding required attachment..... Yes No

b Is the plan required to provide a projection of expected benefit payments? If "Yes," see instructions regarding required attachment... Yes No

27 If the plan is subject to alternative funding rules, enter applicable code and see instructions regarding attachment..... **27**

Part VII Reconciliation of Unpaid Minimum Required Contributions For Prior Years

28 Unpaid minimum required contributions for all prior years	28	0
29 Discounted employer contributions allocated toward unpaid minimum required contributions from prior years (line 19a).....	29	0
30 Remaining amount of unpaid minimum required contributions (line 28 minus line 29).....	30	0

Part VIII Minimum Required Contribution For Current Year

31 Target normal cost and excess assets (see instructions):

a Target normal cost (line 6c)	31a	3010000
b Excess assets, if applicable, but not greater than line 31a	31b	0

32 Amortization installments:	Outstanding Balance	Installment
a Net shortfall amortization installment	98352433	9603086
b Waiver amortization installment.....	0	0

33 If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____) and the waived amount..... **33**

34 Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33).....	34	12613086
	Carryover balance	Prefunding balance
35 Balances elected for use to offset funding requirement	0	12613086
36 Additional cash requirement (line 34 minus line 35)	36	0
37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c)	37	0

38 Present value of excess contributions for current year (see instructions)

a Total (excess, if any, of line 37 over line 36)	38a	0
b Portion included in line 38a attributable to use of prefunding and funding standard carryover balances.....	38b	0

39 Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37)	39	0
40 Unpaid minimum required contributions for all years	40	0

Part IX Pension Funding Relief Under the American Rescue Plan Act of 2021 (See Instructions)

41 If an election was made to use the extended amortization rule for a plan year beginning on or before December 31, 2021, check the box to indicate the first plan year for which the rule applies. 2019 2020 2021

SCHEDULE D (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small>	DFE/Participating Plan Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ File as an attachment to Form 5500.	<small>OMB No. 1210-0110</small> 2024 This Form is Open to Public Inspection.
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For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024

A Name of plan <u>HEIDELBERG MATERIALS US PENSION PLAN</u>	B Three-digit plan number (PN) ▶	<u>003</u>
C Plan or DFE sponsor's name as shown on line 2a of Form 5500 <u>HM US SERVICES, LLC</u>	D Employer Identification Number (EIN) <u>81-4086708</u>	

Part I	Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs) (Complete as many entries as needed to report all interests in DFEs)
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a Name of MTIA, CCT, PSA, or 103-12 IE: <u>HEIDELBERG MATERIALS US PENSION TRU</u>		
b Name of sponsor of entity listed in (a): <u>NORTHERN TRUST COMPANY</u>		
c EIN-PN <u>51-0482898-001</u>	d Entity code <u>M</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>518544447</u>
a Name of MTIA, CCT, PSA, or 103-12 IE:		
b Name of sponsor of entity listed in (a):		
c EIN-PN		
d Entity code		
e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:		
b Name of sponsor of entity listed in (a):		
c EIN-PN		
d Entity code		
e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:		
b Name of sponsor of entity listed in (a):		
c EIN-PN		
d Entity code		
e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:		
b Name of sponsor of entity listed in (a):		
c EIN-PN		
d Entity code		
e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:		
b Name of sponsor of entity listed in (a):		
c EIN-PN		
d Entity code		
e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:		
b Name of sponsor of entity listed in (a):		
c EIN-PN		
d Entity code		
e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		

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

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

c EIN-PN

d Entity code

e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

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

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

c EIN-PN

d Entity code

e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

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

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

c EIN-PN

d Entity code

e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

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

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

c EIN-PN

d Entity code

e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

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

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

c EIN-PN

d Entity code

e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

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

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

c EIN-PN

d Entity code

e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

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

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

c EIN-PN

d Entity code

e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

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

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

c EIN-PN

d Entity code

e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

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

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

c EIN-PN

d Entity code

e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

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

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

c EIN-PN

d Entity code

e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

**SCHEDULE H
(Form 5500)**

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration
Pension Benefit Guaranty Corporation

Financial Information

This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code).

▶ **File as an attachment to Form 5500.**

OMB No. 1210-0110

2024

This Form is Open to Public Inspection

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

A Name of plan HEIDELBERG MATERIALS US PENSION PLAN	B Three-digit plan number (PN) ▶ 003
C Plan sponsor's name as shown on line 2a of Form 5500 HM US SERVICES, LLC	D Employer Identification Number (EIN) 81-4086708

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)	15000000	0
(2) Participant contributions	1b(2)		
(3) Other	1b(3)	0	0
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)	861507172	518544447
(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)		
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)		
(15) Other	1c(15)		

1d Employer-related investments:		(a) Beginning of Year	(b) End of Year
(1) Employer securities.....	1d(1)		
(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	876507172	518544447
Liabilities			
g Benefit claims payable.....	1g		
h Operating payables.....	1h		
i Acquisition indebtedness.....	1i		
j Other liabilities.....	1j	420814	188739
k Total liabilities (add all amounts in lines 1g through 1j).....	1k	420814	188739
Net Assets			
l Net assets (subtract line 1k from line 1f).....	1l	876086358	518355708

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)	0	
(B) Participants.....	2a(1)(B)		
(C) Others (including rollovers).....	2a(1)(C)		
(2) Noncash contributions.....	2a(2)		
(3) Total contributions. Add lines 2a(1)(A) , (B) , (C) , and line 2a(2)	2a(3)		0
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit).....	2b(1)(A)		
(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)		
(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)		0
(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)		
(5) Unrealized appreciation (depreciation) of assets:			
(A) Real estate.....	2b(5)(A)		
(B) Other.....	2b(5)(B)		
(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B)	2b(5)(C)		

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts	2b(6)		
(7) Net investment gain (loss) from pooled separate accounts	2b(7)		
(8) Net investment gain (loss) from master trust investment accounts	2b(8)		25737716
(9) Net investment gain (loss) from 103-12 investment entities	2b(9)		
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		
c Other income	2c		
d Total income. Add all income amounts in column (b) and enter total.....	2d		25737716

Expenses

e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers.....	2e(1)	93544078	
(2) To insurance carriers for the provision of benefits	2e(2)		
(3) Other.....	2e(3)	291556873	
(4) Total benefit payments. Add lines 2e(1) through (3)	2e(4)		385100951
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		385100951

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d.....	2k		-359363235
l Transfers of assets:			
(1) To this plan.....	2l(1)		6411904
(2) From this plan	2l(2)		4779319

Part III Accountant's Opinion

3 Complete lines 3a through 3c if the opinion of an independent qualified public accountant is attached to this Form 5500. Complete line 3d if an opinion is not attached.

a The attached opinion of an independent qualified public accountant for this plan is (see instructions):

(1) Unmodified (2) Qualified (3) Disclaimer (4) Adverse

b Check the appropriate box(es) to indicate whether the IQPA performed an ERISA section 103(a)(3)(C) audit. Check both boxes (1) and (2) if the audit was performed pursuant to both 29 CFR 2520.103-8 and 29 CFR 2520.103-12(d). Check box (3) if pursuant to neither.

(1) DOL Regulation 2520.103-8 (2) DOL Regulation 2520.103-12(d) (3) neither DOL Regulation 2520.103-8 nor DOL Regulation 2520.103-12(d).

c Enter the name and EIN of the accountant (or accounting firm) below:

(1) Name: WHITLEY PENN LLP

(2) EIN: 75-2393478

d The opinion of an independent qualified public accountant is **not attached** as part of Schedule H because:

(1) This form is filed for a CCT, PSA, DCG or MTIA. (2) It will be attached to the next Form 5500 pursuant to 29 CFR 2520.104-50.

Part IV Compliance Questions

4 CCTs and PSAs do not complete Part IV. MTIAs, 103-12 IEs, and GIAs do not complete lines 4a, 4e, 4f, 4g, 4h, 4k, 4m, 4n, or 5. 103-12 IEs also do not complete lines 4j and 4l. MTIAs also do not complete line 4l. DCGs do not complete lines 4e, 4f, 4k, 4l, and 5, and DCGs generally complete the rest of Part IV collectively for all plans in the DCG, except as otherwise provided (see instructions).

During the plan year:

	Yes	No	Amount
a Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.)		X	
b Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.)		X	
c Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)		X	
d Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)		X	
e Was this plan covered by a fidelity bond?	X		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?		X	
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?		X	
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?		X	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)		X	
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)		X	
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?		X	
l Has the plan failed to provide any benefit when due under the plan?		X	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)		X	
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.			

5a Has a resolution to terminate the plan been adopted during the plan year or any prior plan year? Yes No
If "Yes," enter the amount of any plan assets that reverted to the employer this year _____.

5b If, during this plan year, any assets or liabilities were transferred from this plan to another plan(s), identify the plan(s) to which assets or liabilities were transferred. (See instructions.)

5b(1) Name of plan(s)	5b(2) EIN(s)	5b(3) PN(s)
HEIDELBERG MATERIALS US PENSION TRUST	51-0482898	001

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 591952.

SCHEDULE R (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	Retirement Plan Information This schedule is required to be filed under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500.	<small>OMB No. 1210-0110</small> 2024 This Form is Open to Public Inspection.
--	---	---

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

A Name of plan <u>HEIDELBERG MATERIALS US PENSION PLAN</u>	B Three-digit plan number (PN) ▶	<u>003</u>
C Plan sponsor's name as shown on line 2a of Form 5500 <u>HM US SERVICES, LLC</u>	D Employer Identification Number (EIN) <u>81-4086708</u>	

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): 13-3795042

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	279
--	---	-----

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

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

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

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

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

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

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

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

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

a Enter the percentage of plan assets held as:
 Public Equity: 23.8 % Private Equity: _____% Investment-Grade Debt and Interest Rate Hedging Assets: 53.7 %
 High-Yield Debt: _____% Real Assets: _____% Cash or Cash Equivalents: 5.9 % Other: 16.6 %

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 _____.

HEIDELBERG MATERIALS US PENSION PLAN

FINANCIAL STATEMENTS

**Years Ended December 31, 2024 and 2023
with Report of Independent Auditors**

HEIDELBERG MATERIALS US PENSION PLAN

FINANCIAL STATEMENTS

Years Ended December 31, 2024 and 2023

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REPORT OF INDEPENDENT AUDITORS

To the Retirement Plans Committee and Participants of the
Heidelberg Materials US Pension Plan

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

We have performed audits of the financial statements of the Heidelberg Materials US Pension Plan (formerly the Lehigh Hanson Pension Plan) (the “Plan”), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (“ERISA”), as permitted by ERISA Section 103(a)(3)(C) (“ERISA Section 103(a)(3)(C) audit”). The financial statements comprise the statements of net assets available for benefits as of December 31, 2024 and 2023, and the related statements of changes in net assets available for benefits for the years then ended, and the related notes to the financial statements.

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

Management has obtained certifications from a qualified institution as of and for the years ended December 31, 2024 and 2023, stating that the certified investment information, as described in Note E to the financial statements, is complete and accurate.

Opinion

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

- The amounts and disclosures in the accompanying financial statements, other than those agreed to or derived from the certified investment information, are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America (“GAAP”).

- The information in the accompanying financial statements related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Basis for Opinion

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

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with GAAP, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error. Management’s election of the ERISA Section 103(a)(3)(C) audit does not affect management’s responsibility for the financial statements.

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

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

Auditor’s Responsibilities for the Audit of the Financial Statements

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

In performing an audit in accordance with GAAS, we:

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

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

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

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

Whitley Penn LLP

Dallas, Texas
October 15, 2025

HEIDELBERG MATERIALS US PENSION PLAN
STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS

	December 31,	
	2024	2023
Assets		
Investment, at fair value:		
Beneficial interest in the Heidelberg Materials US Pension Trust	\$ 518,544,447	\$ 861,507,172
Total investment, at fair value	518,544,447	861,507,172
Receivables:		
Employer contribution	-	15,000,000
Total receivables	-	15,000,000
Total assets	518,544,447	876,507,172
Liabilities		
Accrued expenses	188,739	420,814
Net assets available for benefits	\$ 518,355,708	\$ 876,086,358

See accompanying notes to financial statements.

HEIDELBERG MATERIALS US PENSION PLAN

STATEMENTS OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS

	Year Ended December 31, 2024	2023
Additions to Net Assets		
Investment income:		
Net increase in the beneficial interest in the Heidelberg Materials US Pension Trust resulting from investment activities	\$ 25,737,716	\$ 88,758,296
Total investment income	25,737,716	88,758,296
Other income	6,411,904	-
Employer contributions	-	15,000,000
Total additions to net assets	32,149,620	103,758,296
Deductions from Net Assets		
Benefits paid to participants	93,544,078	111,989,864
Premium paid for transfer of benefit obligation	291,556,873	-
Administrative expenses	4,779,319	14,586,788
Total deductions from net assets	389,880,270	126,576,652
Net decrease in net assets available for benefits	(357,730,650)	(22,818,356)
Net assets available for benefits at beginning of year	876,086,358	898,904,714
Net assets available for benefits at end of year	\$ 518,355,708	\$ 876,086,358

See accompanying notes to financial statements.

HEIDELBERG MATERIALS US PENSION PLAN

NOTES TO FINANCIAL STATEMENTS

December 31, 2024 and 2023

A. Description of the Plan

The following description of Heidelberg Materials US Pension Plan (the “Plan” and formerly known as the Lehigh Hanson Pension Plan) is provided for general information purposes only. Participants should refer to the plan document for a more complete description of the Plan’s provisions. The Plan was effective April 1, 1950 and amended and restated most recently effective January 1, 2018.

The Plan is sponsored by HM US Services, LLC (the “Plan Sponsor” or “Heidelberg Materials” and formerly known as Lehigh Hanson Services, LLC). Information about the Plan’s agreements, vesting and benefit provisions, and the Pension Benefit Guaranty Corporation’s (“PBGC”) benefit guarantee, is contained in the Plan’s Summary Plan Description. Participants should refer to the Plan’s Summary Plan Descriptions for more complete information. Copies of these documents for the Plan are available at the corporate office of the Plan Sponsor.

General

The Plan is a noncontributory defined benefit pension plan covering substantially all salaried employees of ESSROC Cement Corp. (the “Company”). It also covers certain other defined employee groups whose previous plans merged into the current plan. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (“ERISA”).

The Plan is governed by the Heidelberg Materials Retirement Plans Committee (“Committee”). The Committee determines the appropriateness of the Plan’s investment offerings, monitors investment performance, and reports to the Plan Sponsor’s Board of Directors.

The Plan’s trustee is The Northern Trust Company (the “Trustee”) and the Plan’s benefits administration is outsourced to Alight Solutions LLC.

The Plan is fully frozen with respect to new participants, credited service, and benefit accruals.

The investments of the Plan are held in the Heidelberg Materials US Pension Trust (“Master Trust” and formerly known as the Lehigh Hanson Pension Trust) which was created in November 1996 for the purpose of investing the pooled assets of the various defined benefit plans of the Plan Sponsor and its subsidiaries and affiliates. Each participating retirement plan has an undivided interest in the Master Trust. See Note C for investments held by the Master Trust.

Prior to January 1, 2018, the Plan was amended and restated to provide for the mergers of the ESSROC Defined Benefit Plan for Frederick/Front Royal/Nazareth Hourly Employees and the ESSROC Defined Benefit Plan for Speed/Martinsburg/Essexville Hourly Employees with and into the Plan and freeze the benefit accruals as of December 31, 2017, for Logansport weekly salaried employees. Effective October 8, 2018, the Plan was amended to reflect the merger of the accrued benefits and related assets for certain participants in the Retirement Plan for Employees of Heidelberg Materials. Effective with this merger, the Plan is the only plan participating in the Master Trust.

HEIDELBERG MATERIALS US PENSION PLAN
NOTES TO FINANCIAL STATEMENTS (continued)

A. Description of the Plan – continued

General – continued

Effective January 1, 2023, the Plan sponsor's name changed to HM US Services, LLC (the "Plan Sponsor" or "Heidelberg Materials" and formerly known as Lehigh Hanson Services, LLC), at which time the Plan name was changed.

The Company entered into an annuity purchase agreement between the Company and Massachusetts Mutual Life Insurance Company on October 10, 2024. The Plan paid an insurance premium of approximately \$292 million in relation to the transfer of benefit obligation for 6,681 Plan participants. The agreement impacted certain participants and beneficiaries currently receiving benefits under \$700 or over \$3,000.

Retirement Benefits

Employees are eligible for normal retirement benefits at age 65 or the fifth anniversary of participation, if later. The Plan also has provisions for early retirement benefits. The normal retirement pension is payable monthly as long as the participant lives, with payments ceasing upon the participant's death. If the present value of the pension does not exceed \$5,000, a lump sum payment is automatic. Retirement benefits can also be paid in the form of a lump sum, joint and survivor annuity, or life annuity with certain period.

Upon termination of employment other than by retirement, disability, or death, a participant may elect to receive a lump sum payment equal to the present value of the pension, as soon as administratively possible after termination of employment.

Death and Disability Benefits

Participants are eligible for pre-retirement death benefits if death occurs after five years of credited service. The spouse will receive a benefit as though the participant retired on the date of death and elected a 50 percent qualified joint and survivor annuity. Participants are eligible for disability benefits if disability occurs after fifteen years of credited service. The benefit will be the participant's accrued benefit to the date of disability.

Vesting

A participant's retirement benefits vest upon completion of five years of service.

B. Summary of Significant Accounting Policies

Basis of Accounting

The accompanying financial statements of the Plan have been prepared on the accrual basis of accounting, except for benefit payments, which are recorded when paid.

HEIDELBERG MATERIALS US PENSION PLAN
NOTES TO FINANCIAL STATEMENTS (continued)

B. Summary of Significant Accounting Policies – continued

Use of Estimates

The preparation of the Plan’s financial statements in conformity with accounting principles generally accepted in the United States (“GAAP”) requires management to make estimates and assumptions that affect the amounts reported in the financial statements and accompanying notes. Actual results could differ from these estimates.

Investment Valuation and Income

The investment of the Plan is stated at fair value as of the end of the year and is subject to market or credit risks customarily associated with equity investments. Fair value measurements are determined in accordance with GAAP, which defines fair value, establishes a framework for measuring fair value, and expands disclosures about assets and liabilities measured at fair value. See Note D for information related to the Plan’s valuation methodologies.

Investment gains and losses are accounted for using the average cost basis of the securities sold. The net realized and unrealized gains and losses on investments include realized gains and losses on sales of investments during the year and unrealized increases or decreases in the market value of investments held at year end. Interest income is recorded on the accrual basis. Dividends are recorded on the ex-dividend date.

Administrative Expenses

Administrative expenses that are plan-related are paid primarily by the Plan; all other expenses are paid by the Plan Sponsor. All administrative expenses paid by the Plan Sponsor are not reflected in the accompanying financial statements.

Employer Contributions

Heidelberg Materials’ funding policy for the Plan is to contribute at least the minimum amount required under ERISA and the Internal Revenue Code (the “Code”). The Plan has met the ERISA minimum funding requirements for the years ended December 31, 2024 and 2023.

Contributions to the Plan are made and the actuarial present value of accumulated plan benefits is reported based on certain assumptions pertaining to interest rates, inflation rates, and employee demographics, all of which are subject to change. Due to uncertainties inherent in the estimation and assumption processes, it is at least reasonably possible that changes in these estimates and assumptions in the near term could materially affect the amounts reported and disclosed in the financial statements.

Accumulated Plan Benefits

Accumulated plan benefits are those estimated future periodic payments, including lump-sum distributions, which are attributable under the plan provisions to services rendered by the employees to the valuation date. Accumulated plan benefits include benefits expected to be paid to (a) retired or terminated employees or their beneficiaries and (b) present employees or their beneficiaries.

HEIDELBERG MATERIALS US PENSION PLAN

NOTES TO FINANCIAL STATEMENTS *(continued)*

B. Summary of Significant Accounting Policies – continued

Accumulated Plan Benefits – continued

Benefits payable under all circumstances – retirement, death, disability, and termination of employment – are included, to the extent they are deemed attributable to employee service rendered to the valuation date.

C. Master Trust

As mentioned in Note A, the Plan is the only retirement plan currently participating in the Master Trust; therefore the details summarized below solely represent the Plan. See further discussion of the Master Trust investments at Note D.

The following presents the investments and other assets and liabilities of the Master Trust as of December 31, 2024 and 2023.

	December 31,	
	2024	2023
Assets		
Investments, at fair value:		
Commingled funds	\$ 240,763,731	\$ 390,717,588
Limited partnerships	72,080,930	73,655,554
Mutual funds	29,292,131	54,218,086
Bonds	175,189,573	340,799,820
Total investments, at fair value	517,326,365	859,391,048
Receivables:		
Income receivable	2,127,878	3,643,958
Due from broker	43,747	919,361
Total receivables	2,171,625	4,563,319
Total assets	519,497,990	863,954,367
Liabilities		
Due to broker	544,923	726,203
Other payable	408,620	1,720,992
Total liabilities	953,543	2,447,195
Net assets of the Master Trust	<u>\$ 518,544,447</u>	<u>\$ 861,507,172</u>

HEIDELBERG MATERIALS US PENSION PLAN

NOTES TO FINANCIAL STATEMENTS *(continued)*

C. Master Trust – continued

During 2024 and 2023, net increase from investments in the Master Trust resulting from interest and dividend income and the appreciation in the fair value of investments bought, sold, and held are as follows:

	December 31,	
	2024	2023
Net appreciation in fair value	\$ 7,271,111	\$ 68,579,243
Interest and dividends	18,466,605	20,179,053
Net increase in the Master Trust resulting from investment activities	<u>\$ 25,737,716</u>	<u>\$ 88,758,296</u>

D. Fair Value Measurements

Fair value is defined under Accounting Standards Codification (“ASC”) 820 as the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date (i.e., an exit price). To measure fair value, a hierarchy has been established that requires an entity to maximize the use of observable inputs and minimize the use of unobservable inputs. As such, the hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets and liabilities (Level 1) and the lowest priority to unobservable inputs (Level 3). The three levels of the fair value hierarchy in ASC 820 are described below:

Level 1 – Unadjusted quoted prices in active markets that are accessible to the reporting entity at the measurement date for identical assets and liabilities.

Level 2 – Inputs other than quoted prices in active markets for identical assets and liabilities that are observable either directly or indirectly for substantially the full term of the asset or liability. Level 2 inputs include the following:

- Quoted prices for similar assets and liabilities in active markets, and quoted prices for identical or similar assets or liabilities in markets that are not active.
- Observable inputs other than quoted prices that are used in the valuation of the asset or liabilities (e.g., interest rate and yield curve quotes at commonly quoted intervals).
- Inputs that are derived principally from or corroborated by observable market data by correlation or other means.

Level 3 – Unobservable inputs for the asset or liability (i.e., supported by little or no market activity). Level 3 inputs include assumptions that market participants would use in pricing the asset or liability (including assumptions about risk).

HEIDELBERG MATERIALS US PENSION PLAN
NOTES TO FINANCIAL STATEMENTS (continued)

D. Fair Value Measurements – continued

The level in the fair value hierarchy within which the fair value measurement is classified is determined based on the lowest-level input that is significant to the fair value measurement in its entirety.

Following is a description of the valuation techniques and inputs used for each major class of assets and liabilities measured at fair value.

Investments held by the Master Trust as of December 31, 2024 and 2023, consist primarily of mutual funds, bonds, short-term investments, commingled funds, and interests in limited partnerships.

Investments in mutual funds are valued based on published market prices, which represent the net asset values of shares held by the Master Trust or Plan at year-end which are considered Level 1 assets.

Investments in bonds are a combination of corporate, municipal, and government bonds that derive their value based on the length of the remaining term of the bond, the coupon rate of the bond, and the current interest rate. As these bonds are not publicly traded, they are not Level 1 assets. However, because the inputs to measure fair value are observable (interest rate, coupon rate, and term length), these assets qualify as Level 2 assets.

Investments in short-term investments are a combination of Treasury bills and other short-term securities that derive their value based on the length of the remaining term of the security, the coupon rate, and the current interest rate. As these securities are not publicly traded, they are not Level 1 assets. However, because the inputs to measure fair value are observable (interest rate, coupon rate, and term length), these assets qualify as Level 2 assets.

Investments in commingled funds are funds wherein multiple companies pool their contributions together and the contributions are reinvested by the commingled funds' managers in various funds, securities, and other assets. The values of the funds are derived from the net asset values based on the fair values of the underlying investments of the fund. As these funds are not publicly traded, they are not Level 1 assets. The fair value is based on the net asset value, which is an observable input; therefore, the funds qualify as Level 2 assets.

For the commingled funds, the various fund managers utilize investment strategies such that the returns of each of their respective funds outperform the returns of a target index or similar fund. Additionally, the various commingled funds have general restrictions on redemption notices from the Plan to liquidate their share of the funds at their net asset values, ranging from no notice requirement to a minimum of 30 days. The Plan's management does not believe there would be any events that would limit the Plan's ability to transact at net asset values.

HEIDELBERG MATERIALS US PENSION PLAN

NOTES TO FINANCIAL STATEMENTS (continued)

D. Fair Value Measurements – continued

Level 3 valuations incorporate certain assumptions and projections that are not observable in the market and require significant professional judgment in determining the fair value assigned to such assets. A significant portion of the Master Trust’s Level 3 investments are invested in underlying assets such as bonds, common stock, bank loans, and real estate assets. These investments are estimated by the general partners and such estimates serve as the primary basis for the respective fair values included in the accompanying financial statements.

The valuation techniques used to value these Level 3 investments include last transaction price, broker quotes, third party pricing vendors, and pricing models. The significant unobservable inputs used in the fair value measurement covering a majority of the limited partnership interests are discount rates, book value multiples, indicative quotes, timing of cash flows, property value adjustments, housing price growth forecasts, and years since last transaction.

Investments in limited partnership interests are in limited partnerships that invest in public and nonpublic assets. The fair value of these partnership interests is based on net asset values, which are based on the proportionate share of the various partnerships’ income, unrealized gains or losses, contributions, etc. As these partnership interests are not publicly traded and the inputs to determine the fair value are not observable, these assets qualify as Level 3 assets.

There have been no changes in the methodologies used at December 31, 2024 and 2023. The following tables set forth, by level within the fair value hierarchy, the Master Trust’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
Commingled funds	\$ -	\$ 240,763,731	\$ -	\$ 240,763,731
Limited partnerships	-	-	72,080,930	72,080,930
Mutual funds	29,292,131	-	-	29,292,131
Bonds	-	175,189,573	-	175,189,573
Total Master Trust investments	<u>\$ 29,292,131</u>	<u>\$ 415,953,304</u>	<u>\$ 72,080,930</u>	<u>\$ 517,326,365</u>
	Assets at Fair Value as of December 31, 2023			
	Level 1	Level 2	Level 3	Total
Commingled funds	\$ -	\$ 390,717,588	\$ -	\$ 390,717,588
Limited partnerships	-	-	73,655,554	73,655,554
Mutual funds	54,218,086	-	-	54,218,086
Bonds	-	340,799,820	-	340,799,820
Total Master Trust investments	<u>\$ 54,218,086</u>	<u>\$ 731,517,408</u>	<u>\$ 73,655,554</u>	<u>\$ 859,391,048</u>

HEIDELBERG MATERIALS US PENSION PLAN

NOTES TO FINANCIAL STATEMENTS *(continued)*

D. Fair Value Measurements – continued

The table below sets forth a summary of changes in the fair value of the Master Trust's Level 3 assets for the years ended December 31:

	Limited Partnerships	
	2024	2023
Purchases	\$ 495,000	\$ 713
Sales	\$ (5,968,100)	\$ (4,017,318)

There were no transfers into or out of Level 3 investments during the years ended December 31, 2024 and 2023. Unrealized gains from the above table are included in Note C in determining the net appreciation in fair value of the Master Trust's investments for the years ended December 31, 2024 and 2023.

The Plan (through the Master Trust) may enter into U.S. Treasury futures contracts primarily to hedge against interest rate fluctuations impacting the Plan's investment grade fixed-income assets. The Plan's net equity, representing unrealized gains or losses on these futures contracts, is measured by the difference between the futures rate at the date of entry in the contracts and the futures rates at the reporting date and is included in the Master Trust's statements of net assets. Realized and unrealized gains and losses are included in the Master Trust's statements of changes in net assets. These instruments involve market risk, credit risk, or both in excess of the amount recognized in the statement of net assets. Risks arise from the possible inability of counterparties to meet the terms of their contracts and movement in interest rates.

Realized and unrealized losses totaled (\$14.2) and (\$3.2) million, respectively, on futures contracts entered into during the year ended December 31, 2024. Realized and unrealized losses totaled (\$9.1) and (\$8.3) million, respectively, on futures contracts entered into during the year ended December 31, 2023. These amounts have been recorded in net appreciation in fair value of investments on the Master Trust's statement of changes in net assets.

The Plan may be required to post collateral on such futures contract activity if the Plan is in a net liability position with the counterparty exceeding certain amounts.

E. Certified Investments

Certain information related to investments disclosed in the accompanying financial statements, including the beneficial interest in the Master Trust held at December 31, 2024 and 2023, and net increase (decrease) in the beneficial interest in the Master Trust resulting from investment activities, for the years then ended, was obtained by management and agreed to or derived from information certified as complete and accurate by the Trustee.

HEIDELBERG MATERIALS US PENSION PLAN

NOTES TO FINANCIAL STATEMENTS *(continued)*

F. Accumulated Plan Benefits

Accumulated plan benefits are those future periodic payments, including lump-sum distributions that are attributable under the Plan's provisions to the service employees have rendered. Accumulated plan benefits include benefits expected to be paid to (a) retired or terminated employees or their beneficiaries, (b) beneficiaries of employees who have died, and (c) present employees or their beneficiaries. Benefits under the Plan are based on employees' years of credited service. Benefits payable under all circumstances such as retirement, death, disability, and termination of employment are included to the extent they are deemed attributable to employee service rendered to the valuation date. Benefits to be provided via annuity contracts excluded from Plan assets are excluded from accumulated plan benefits.

The actuarial present value of accumulated plan benefits is determined by the Plan's independent actuary as of January 1, and is the amount that results from applying actuarial assumptions to adjust the accumulated plan benefits to reflect the time value of money (through discounts for interest) and the probability of payment (by means of decrements such as for death, disability, withdrawal or retirement) between the valuation date and the expected date of payment. Had the valuation been performed as of December 31, there would be no material differences.

An actuary from Willis Towers Watson has estimated the actuarial present value of accumulated plan benefits as of December 31, 2023, as follows:

Actuarial present value of accumulated plan benefits:	
Vested benefits of participants currently receiving benefits	\$ 700,354,068
Other vested benefits	<u>191,479,621</u>
	891,833,689
Nonvested benefits	<u>4,097,391</u>
Total actuarial present value of accumulated plan benefits	<u>\$ 895,931,080</u>

HEIDELBERG MATERIALS US PENSION PLAN
NOTES TO FINANCIAL STATEMENTS (continued)

F. Accumulated Plan Benefits – continued

Significant assumptions underlying the above estimates are as follows:

	2024	2023
Assumed rate of return used to discount accumulated plan benefits	4.98%	5.0%
<u>Mortality</u>		
Employee/Retiree	PRI-2012 benefit-weighted no collar healthy employee/retiree mortality table, base year 2012, then projected generationally with MP-2021	107.5% of the PRI-2012 benefit-weighted no collar healthy employee/retiree mortality table, base year 2016, then projected generationally with MP-2021
Beneficiary	PRI-2012 benefit-weighted no collar contingent survivor mortality table, base year 2012, then projected generationally with MP-2021	
Retirement	Ages 65–67	
Actuarial method	Projected Unit Credit	

The foregoing actuarial assumptions are based on the presumption that the Plan will continue. If the Plan were to terminate, different actuarial assumptions and other factors might be applicable in determining the present value of accumulated plan benefits.

The changes in the actuarial present value of accumulated plan benefits for the year ended December 31, 2023, are as follows:

Actuarial present value of accumulated plan benefits as of December 31, 2022:	\$ 962,200,610
Increase (decrease) during the year attributable to:	
Actuarial (gains)/losses	(4,766,938)
Interest due to decrease in the discount period	45,344,432
Benefits paid	(111,989,864)
Assumption changes	5,142,840
Actuarial present value of accumulated plan benefits as of December 31, 2023	\$ 895,931,080

HEIDELBERG MATERIALS US PENSION PLAN

NOTES TO FINANCIAL STATEMENTS *(continued)*

G. Income Tax Status

The Plan has received a determination letter from the Internal Revenue Service (“IRS”) dated September 21, 2017, stating that the Plan is qualified under Section 401(a) of the Code, and, therefore, the related trust is exempt from taxation. Subsequent to this determination by the IRS, the Plan was amended and restated. Once qualified, the Plan is required to operate in conformity with the Code to maintain its qualifications. The Plan Sponsor believes that the Plan is being operated in compliance with the applicable requirements of the Code and, therefore, believes that the Plan is qualified, and the related trust is tax-exempt. The Plan Sponsor will take whatever action is necessary to maintain the qualified status of the Plan.

Plan management received a notification in November 2020 from the Department of Labor (“DOL”) stating that they would be performing a review of the 2018 Plan year. The DOL requested certain plan documents and other information to perform the review, which were provided to the DOL by Plan management. Plan management has had informal communications with the DOL through ERISA counsel and the DOL’s investigation is still in process. Plan management does not believe there will be a significant effect on the Plan’s financial statements.

GAAP requires Plan management to evaluate uncertain tax positions taken by the Plan. The financial statement effects of a tax position are recognized when the position is more likely than not, based on the technical merits, to be sustained upon examination by the IRS. The Plan administrator has analyzed the tax positions taken by the Plan and has concluded that as of December 31, 2024, there are no uncertain positions taken or expected to be taken. The Plan has recognized no interest or penalties related to uncertain tax positions. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

H. Plan Termination

While Heidelberg Materials has not expressed any intent to terminate the Plan, it is free to do so at any time, subject to the provisions of ERISA. However, should a plan terminate at some future time, net assets generally will not be available on a pro rata basis to provide benefits to participants. Whether a particular participant’s accumulated plan benefits will be paid depends on both the priority of those benefits and the level of benefits guaranteed by the PBGC up to the insurance limitations thereof at that time. Some benefits may be fully or partially provided for by the then-existing assets and the PBGC’s benefit guaranty, while other benefits may not be provided for at all.

I. Risks and Uncertainties

The investments held by the Master Trust are exposed to various risks, such as interest rate, market, and credit risks. Investment securities are invested in accordance with the provisions of the Plan’s approved investment policy. The Plan’s strategic allocations were structured to reduce volatility through diversification and to enhance returns to approximate the amounts and timing of expected benefit payments. Due to the level of risk associated with certain investment securities, it is reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect the amounts reported in the statements of net assets available for benefits.

HEIDELBERG MATERIALS US PENSION PLAN

NOTES TO FINANCIAL STATEMENTS *(continued)*

J. Parties-in-Interest Transactions

Party-in-interest transactions include those with fiduciaries or employees of the Plan, any person who provides services to the Plan, an employer whose employees are covered by the Plan, an employee organization whose members are covered by the Plan, a person who owns 50% or more of such an employer or employee organization, or relatives of such persons.

The Plan and the Master Trust invests in funds managed by the Trustee. Transactions in such investments, qualify as party-in-interest transactions, which are exempt from the prohibited transaction rules. The Plan paid certain expenses related to plan operations and investment activity to various service providers. These transactions are party-in-interest transactions under ERISA, which are exempt from the prohibited transaction rules.

K. Subsequent Events

Significant events occurring after the statement of net assets available for benefits date and prior to issuance of the financial statements are monitored to determine the impacts, if any, of events on the financial statements to be issued. All subsequent events were evaluated through October 15, 2025, the date the financial statements were available to be issued.

Effective August 31, 2025, the Retirement Plan for Hourly Employees of Giant Cement Company (the "Giant Plan") merged into the Plan.

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 26a - Schedule of Active Participant Data as of January 1, 2024 Number and average annual accrued benefit distributed by attained age and attained years of credited service¹

Attained Age	Attained Years of Credited Service ²										Total	
	Under 1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40 & Over		
Under 25	0	0	0	0	0	0	0	0	0	0	0	0
	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
25-29	0	0	0	0	0	0	0	0	0	0	0	0
	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
30-34	0	2	0	0	0	0	0	0	0	0	0	2
	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
35-39	0	4	12	2	0	0	0	0	0	0	0	18
	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
40-44	0	15	40	14	2	0	0	0	0	0	0	71
	N/A	N/A	\$3,774	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
45-49	4	32	39	33	18	1	0	0	0	0	0	127
	N/A	\$2,350	\$4,654	\$7,229	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
50-54	4	26	55	58	42	20	1	0	0	0	0	206
	N/A	\$1,940	\$5,126	\$8,147	\$9,592	\$13,497	N/A	N/A	N/A	N/A	N/A	
55-59	7	39	50	65	59	46	29	2	0	0	0	297
	N/A	\$2,028	\$5,478	\$8,007	\$11,640	\$12,400	\$14,100	N/A	N/A	N/A	N/A	
60-64	3	21	61	76	28	28	31	16	1	0	0	265
	N/A	\$2,050	\$4,499	\$8,727	\$9,266	\$12,694	\$17,823	N/A	N/A	N/A	N/A	
65-69	2	15	25	28	9	6	5	6	4	0	0	100
	N/A	N/A	\$3,968	\$9,911	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
70 & over	2	1	2	6	1	0	1	2	2	1	1	18
	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Total	22	155	284	282	159	101	67	26	7	1	1	1,104
												\$7,953

¹ Plan is "hard frozen" and the average accrued benefits are in lieu of compensation.

² Age and service for purposes of determining category are based on exact (not rounded) values.

Plan Name: Heidelberg Materials US Pension Plan
 EIN / PN: 81-4086708/003
 Plan Sponsor: HM US Services, LLC
 Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Schedule SB, Part V Statement of Actuarial Assumptions/Methods

Heidelberg Materials US Pension Plan

Actuarial Assumptions and Methods

Economic assumptions

Applicable month	December
Interest rate basis	Full Yield Curve
Interest Rates	
• 10-year rate	5.07%
• 20-year rate	5.22%
• 30-year rate	5.17%
Effective interest rate	5.11%

As permitted by law, a yield curve reflecting returns on high quality corporate bonds (A, AA and AAA) is used to determine the funding target, and thus the minimum required contribution under IRC §430 for the plan. Because these assumptions are prescribed by law and reflect current market conditions (specifically, the average market conditions for the month preceding the valuation date) they may from time to time be inconsistent with other economic assumptions used in the valuation, which may reflect both current economic conditions and assumed future conditions.

Lump sum interest rates

- 10-year rate 5.07%
- 20-year rate 5.22%
- 30-year rate 5.17%

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SCHEDULE SB ATTACHMENTS

Demographic and Other Assumption

Inclusion date The valuation date coincident with or next following the date on which the employee becomes a participant.

New or rehired employees It was assumed there will be no new or rehired employees.

Mortality

- **Healthy** Separate rates for non-annuitants (based on Pri-2012 "Employees" table without collar or amount adjustments projected forward with a generational projection as specified in the regulations under §1.430(h)(3)-1 using the IRS adjusted Scale MP-2021, i.e., MP-2021 with no mortality improvement for 2020-2023 and future mortality improvement capped at 0.78% for years after 2024) and annuitants (based on an IRS approved Section 430 plan-specific substitute mortality table, based on the experience of Heidelberg Materials US non-disabled male and female annuitants, projected forward from 2017 with generational projection as specified in the regulations under §1.430(h)(3)-2 using IRS adjusted Scale MP-2021).

Representative Annuitant Mortality Rates (Base Table)

Attained Age	Males	Females
60	0.008803	0.006191
65	0.012597	0.009146
70	0.018720	0.014171
75	0.029929	0.023274
80	0.050420	0.039721
85	0.088069	0.070772
90	0.154727	0.125787
95	0.242293	0.205210
100	0.337549	0.298544

- **Disabled** Alternative disabled life mortality tables as defined under Revenue Ruling 96-7.

Lump Sum Mortality Mandatory IRS Section 417(e) mortality table.

Termination Rates at sample ages are shown below:

Age	Rate
25	15%
30	15%
35	10%
40	10%
45	9%
50	8%

Plan Name: Heidelberg Materials US Pension Plan
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SCHEDULE SB ATTACHMENTS

Retirement

Rates at sample ages are shown below:

Age	Rate
55-56	8%
57-59	10%
60-61	15%
62-63	20%
64	25%
65-69	35%
70+	100%

Disability

None.

Benefit commencement date

- Preretirement Death Benefit
The later of the date of death of the active participant or the date the active participant would have been eligible for early retirement, assuming service freezes at date of death.
- Deferred Vested Benefit
Age 65.
- Disability Benefit
Later of date of disablement and earliest eligibility age as defined in plan provisions.
- Retirement Benefit
Active participants under age 60:
Immediate commencement, 40%
Age 65 commencement, 60%

Active participants age 60 and older:
Immediate commencement, 80%
Age 65 commencement, 20%

Form of payment

For active participants under age 60 commencing benefits immediately upon termination, 100% are assumed to elect a lump sum.

For all other participants:

Lump sum, 75%
Life annuity, 10%
100% joint and survivor annuity, 15%

Funding policy

Heidelberg Materials US's funding policy is generally to contribute \$35,000,000 per year, or the minimum required contribution if greater. Heidelberg Materials considers each year whether to contribute additional amounts (e.g., to reach certain funded status thresholds to avoid benefit restrictions, at-risk status, ERISA §4010 filings or other requirements).

Plan Name: Heidelberg Materials US Pension Plan
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SCHEDULE SB ATTACHMENTS

Percentage married	80%.
Spouse age	Wife three years younger than husband.
Administrative expense	Explicit administrative expense assumption based on expected 2024 PBGC premiums plus the 2023 actual plan expenses adjusted by inflation assumption of 3.00%. The 2024 assumed amount is \$3,010,000.
Earnings rate on investments	The 2023 expected long-term rate of return on assets for calculating the January 1, 2024 actuarial value of assets was 6.31%.
Special at-risk assumptions	For at-risk calculations, all participants eligible to elect benefits during the current and subsequent ten plan years are assumed to commence benefits at the earliest possible date under the plan, but not before the end of the current plan year. In addition, married participants are assumed to elect a 100% joint and survivor annuity.

Actuarial Methods

Valuation Date	First day of plan year (January 1).
Funding target	Present value of accrued benefits as required by regulations under IRC §430.
Target normal cost	Present value of benefits expected to accrue during the plan year plus plan-related expenses expected to be paid from plan assets during the plan year as required by regulations under IRC §430.
Decrement timing	The assumptions used are collectively called rounded middle of year (rounded MOY) decrement timing. Most events are assumed to occur at the middle of year during which the eligibility condition will be met or the start/end date will occur. For death and disability decrements, the rate applied is based on the participant's rounded age (nearest integer age) at the beginning of the year, to align with the methodology generally used to create those rate tables. For retirement and withdrawal decrements: the age is generally the participant's rounded age at the middle of the year.
Actuarial value of assets	Average of the market value of assets on the valuation date and the preceding two valuation dates, adjusted for contributions, benefits, administrative expenses and expected return (with such expected earnings limited as described in IRS Notice 2009-22). The average asset value must be within 10% of the market value on the valuation date, including contributions receivable (discounted using the effective interest rate for the prior plan year).
Benefits not valued	All benefits described in the Plan Provisions section of this report were valued. WTW has reviewed documentation provided by Heidelberg Materials US and is not aware of any significant benefits that were not valued.

Plan Name: Heidelberg Materials US Pension Plan
EIN / PN: 81-4086708/003
Plan Sponsor: HM US Services, LLC
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Sources of Data and Other Information

Data sources

WTW used asset data supplied by the trustee, Northern Trust. Heidelberg Materials US furnished participant data, the dates and amounts of the 2023 plan year contributions that will be paid in 2024. Data and other information were reviewed for reasonableness and consistency, but no audit was performed. Based on discussions with the company, assumptions or estimates were made when data were not available, and the data was adjusted to reflect any significant events that occurred between the date the data was collected and the measurement date. In consultation with Heidelberg Materials US, the following assumptions were made for missing or apparently inconsistent data elements:

- Missing vesting service was estimated by adding one year to the prior vesting service.
- Missing birth dates were estimated by using the birth date in the prior valuation.
- Missing frozen benefits for actives were estimated by valuing the amount that was used in the prior valuation.
- Missing beneficiary birth dates for participants with a contingent beneficiary were estimated based on the active spouse age assumption of the plan.
- Missing beneficiary gender for participants with a contingent spouse was assumed to be the opposite gender of the participant.
- Missing form of payments for in pay participants were assumed to be a single life annuity.
- Missing inactive benefit amounts were valued using the prior year benefit amount.
- Missing genders were assumed to be the gender used in the prior valuation.
- Participants with an active layoff status were assumed to still be active participants.
- Retirees and beneficiaries that were indicated to have payments suspended were included in the valuation. No provision for back payments has been included in the valuation results.

WTW is not aware of any errors or omissions in the data that would have a significant effect on the results of our calculations.

Plan Name: Heidelberg Materials US Pension Plan
EIN / PN: 81-4086708/003
Plan Sponsor: HM US Services, LLC
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Assumptions Rationale - Significant Assumptions

Discount rate	The basis chosen was selected by the plan sponsor from among choices prescribed by law, all of which are based on observed market data over certain periods of time.
Lump sum conversion rate	Lump sum benefits are valued using "annuity substitution", where the liability is calculated based on the IRC Section 417(e) mandated mortality table and the full yield curve for funding.
Plan-related expenses	As required by regulations, plan-related expenses are calculated by estimating the expenses to be paid from the trust during the coming year (including, for example, expected PBGC premiums and actuarial, accounting, legal, administration and trustee fees to be paid from the trust).
Mortality	<p>Assumptions used for funding purposes for non-annuitants are as prescribed by IRC Section 430(h).</p> <p>Assumptions used for funding purposes for annuitants are based on an IRS approved Section 430 plan-specific substitute mortality table, based on the experience of Heidelberg Materials US non-disabled male and female annuitants, projected forward from 2017 with generational projection as specified in the regulations under §1.430(h)(3)-2 using IRS adjusted Scale MP-2021.</p>
Form of payment	Form of payment rates are based on a 2023 experience study with subsequent annual consideration of whether any conditions have changed that would be expected to produce different results in the future and annual review of lump sum take rates. We believe the assumptions selected do not significantly conflict with what would be reasonable.
Termination	Termination rates are based on a 2023 experience study with subsequent annual consideration of whether any conditions have changed that would be expected to produce different results in the future. We believe the assumptions selected do not significantly conflict with what would be reasonable.
Retirement	Retirement rates are based on a 2023 experience study with subsequent annual consideration of whether any conditions have changed that would be expected to produce different results in the future. We believe the assumptions selected do not significantly conflict with what would be reasonable.
Percent married	The assumed percentage married is based on a 2023 experience study with subsequent annual consideration of whether any conditions have changed that would be expected to produce different results in the future. We believe the assumptions selected do not significantly conflict with what would be reasonable.

Plan Name: Heidelberg Materials US Pension Plan
EIN / PN: 81-4086708/003
Plan Sponsor: HM US Services, LLC
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SCHEDULE SB ATTACHMENTS

Spouse age The assumed age difference for spouses was based on a 2023 experience study with annual consideration of whether any conditions have changed that would be expected to produce different results in the future. We believe the assumptions selected do not significantly conflict with what would be reasonable.

Assumed return for asset smoothing A 6.31% long-term return assumption was chosen based on 10-year expectations from the plan's investment advisor, NEPC, which was limited by the third segment rate to 5.74%. Although determining the expected rate of return on plan assets was not within the scope of our work, it is the client's best estimate and we determined that it does not significantly conflict with what would be reasonable based on their asset allocation.

Sources of Prescribed Methods

Funding methods The methods used for funding purposes, including the method of determining plan assets, are "prescribed methods set by law", as defined in the actuarial standards of practice (ASOPs). These methods are required by IRC Section 430 or were selected by the plan sponsor from a range of methods permitted by IRC Section 430.

Change in Assumptions and Methods Since Prior Valuation

Changes in assumptions since prior valuation The full corporate bond yield curve used to calculate the funding target was updated to the current valuation date as required by IRC §430.

The mortality table used to calculate the funding target and target normal cost was updated to reflect the latest mortality tables and improvement scale, as required by guidance issued by the IRS under IRC §430.

The assumed plan-related expenses added to the target normal cost were changed to account for different expected expenses to be paid from the trust as follows:

<u>Prior Year</u>	<u>Current Year</u>
\$6,489,000	\$3,010,000

The expected long-term rate of return on assets for calculating the actuarial value of assets was changed from 4.87% to 6.31%.

The termination rates, retirement rates, and election assumptions were updated based on an experience study conducted in 2023.

Change in methods since prior valuation None.

Plan Name: Heidelberg Materials US Pension Plan
EIN / PN: 81-4086708/003
Plan Sponsor: HM US Services, LLC
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Schedule SB – Statement by Enrolled Actuary

Plan Sponsor	HM US Services, LLC
EIN/PN	81-4086708/003
Plan Name	Heidelberg Materials US Pension Plan
Valuation Date	January 1, 2024
Enrolled Actuary	Ryan Thompson
Enrollment Number	23-08680

The actuarial assumptions that are not mandated by IRC § 430 and regulations, represent the enrolled actuary's best estimate of anticipated experience under the plan, subject to the following conditions:

The actuarial valuation, on which the information in this Schedule SB is based, has been prepared in reliance upon the employee and financial data furnished by the plan administrator and the trustee. The enrolled actuary has not made a rigorous check of the accuracy of this information but has accepted it after reviewing it and concluding it is reasonable in relation to similar information furnished in previous years. The amounts of contributions and dates paid shown in Item 18 of Schedule SB were listed in reliance on information provided by the plan administrator and/or trustee.

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 <div style="font-size: 24pt; font-weight: bold; text-align: center;">2024</div> This Form is Open to Public Inspection
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Part I Annual Report Identification Information	
For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024	
A This return/report is for:	<input type="checkbox"/> a multiemployer plan <input type="checkbox"/> a multiple-employer plan (Filers checking this box must provide participating employer information in accordance with the form instructions.) <input checked="" type="checkbox"/> a single-employer plan <input type="checkbox"/> a DFE (specify) _____
B This return/report is:	<input type="checkbox"/> the first return/report <input type="checkbox"/> the final return/report <input type="checkbox"/> an amended return/report <input type="checkbox"/> a short plan year return/report (less than 12 months)
C If the plan is a collectively-bargained plan, check here.	<input checked="" type="checkbox"/>
D Check box if filing under:	<input checked="" type="checkbox"/> Form 5558 <input type="checkbox"/> automatic extension <input type="checkbox"/> the DFVC program <input type="checkbox"/> special extension (enter description)
E If this is a retroactively adopted plan permitted by SECURE Act section 201, check here.	<input type="checkbox"/>

Part II Basic Plan Information —enter all requested information					
1a Name of plan HEIDELBERG MATERIALS US PENSION PLAN	<table border="1" style="width:100%; border-collapse: collapse;"> <tr> <td style="width:80%;">1b Three-digit plan number (PN) ▶</td> <td style="width:20%; text-align: center;">003</td> </tr> <tr> <td>1c Effective date of plan 04/01/1950</td> <td></td> </tr> </table>	1b Three-digit plan number (PN) ▶	003	1c Effective date of plan 04/01/1950	
1b Three-digit plan number (PN) ▶	003				
1c Effective date of plan 04/01/1950					
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) HM US SERVICES, LLC 300 E JOHN CARPENTER FRWY, STE 1645 IRVING TX 75062	<table border="1" style="width:100%; border-collapse: collapse;"> <tr> <td>2b Employer Identification Number (EIN) 81-4086708</td> </tr> <tr> <td>2c Plan Sponsor's telephone number 972-653-5500</td> </tr> <tr> <td>2d Business code (see instructions) 327300</td> </tr> </table>	2b Employer Identification Number (EIN) 81-4086708	2c Plan Sponsor's telephone number 972-653-5500	2d Business code (see instructions) 327300	
2b Employer Identification Number (EIN) 81-4086708					
2c Plan Sponsor's telephone number 972-653-5500					
2d Business code (see instructions) 327300					

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		10/15/2025	Scott Seale
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE			
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

SCHEDULE SB (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	Single-Employer Defined Benefit Plan Actuarial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500 or 5500-SF.	<small>OMB No. 1210-0110</small> 2024 This Form is Open to Public Inspection
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For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024

▶ **Round off amounts to nearest dollar.**

▶ **Caution:** A penalty of \$1,000 will be assessed for late filing of this report unless reasonable cause is established.

A Name of plan HEIDELBERG MATERIALS US PENSION PLAN	B Three-digit plan number (PN) ▶	003
C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF HM US SERVICES, LLC	D Employer Identification Number (EIN) 81-4086708	
E Type of plan: <input checked="" type="checkbox"/> Single <input type="checkbox"/> Multiple-A <input type="checkbox"/> Multiple-B	F Prior year plan size: <input type="checkbox"/> 100 or fewer <input type="checkbox"/> 101-500 <input checked="" type="checkbox"/> More than 500	

Part I Basic Information

1	Enter the valuation date: Month <u>01</u> Day <u>01</u> Year <u>2024</u>		
2	Assets:		
	a Market value	2a	875,997,729
	b Actuarial value	2b	942,448,273
3	Funding target/participant count breakdown	(1) Number of participants	(2) Vested Funding Target
	a For retired participants and beneficiaries receiving payment	10,014	687,109,369
	b For terminated vested participants	2,958	112,496,566
	c For active participants	1,104	76,167,729
	d Total	14,076	875,773,664
4	If the plan is in at-risk status, check the box and complete lines (a) and (b)		
	a Funding target disregarding prescribed at-risk assumptions	4a	
	b Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor	4b	
5	Effective interest rate	5	5.11%
6	Target normal cost		
	a Present value of current plan year accruals	6a	0
	b Expected plan-related expenses	6b	3,010,000
	c Target normal cost	6c	3,010,000

Statement by Enrolled Actuary
 To the best of my knowledge, the information supplied in this schedule and accompanying schedules, statements and attachments, if any, is complete and accurate. Each prescribed assumption was applied in accordance with applicable law and regulations. In my opinion, each other assumption is reasonable (taking into account the experience of the plan and reasonable expectations) and such other assumptions, in combination, offer my best estimate of anticipated experience under the plan.

SIGN HERE	Ryan Thompson <i>RT</i>	
	Signature of actuary	<u>10/10/2025</u> Date
	Ryan Thompson Type or print name of actuary	2308680 Most recent enrollment number
	WILLIS TOWERS WATSON US LLC Firm name	214-530-4200 Telephone number (including area code)
	500 NORTH AKARD STREET SUITE 4300 DALLAS TX 75201 Address of the firm	

If the actuary has not fully reflected any regulation or ruling promulgated under the statute in completing this schedule, check the box and see instructions

Part II		Beginning of Year Carryover and Prefunding Balances	
		(a) Carryover balance	(b) Prefunding balance
7	Balance at beginning of prior year after applicable adjustments (line 13 from prior year)	0	150,843,842
8	Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	0	4,953,305
9	Amount remaining (line 7 minus line 8)	0	145,890,537
10	Interest on line 9 using prior year's actual return of <u>10.66%</u>	0	15,551,931
11	Prior year's excess contributions to be added to prefunding balance:		
	a Present value of excess contributions (line 38a from prior year)		0
	b(1) Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of <u>5.06%</u>		0
	b(2) Interest on line 38b from prior year Schedule SB, using prior year's actual return		0
	c Total available at beginning of current plan year to add to prefunding balance		0
	d Portion of (c) to be added to prefunding balance		0
12	Other reductions in balances due to elections or deemed elections	0	0
13	Balance at beginning of current year (line 9 + line 10 + line 11d - line 12)	0	161,442,468

Part III		Funding Percentages	
14	Funding target attainment percentage	14	88.81 %
15	Adjusted funding target attainment percentage	15	107.17 %
16	Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to reduce current year's funding requirement	16	86.28 %
17	If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage	17	%

Part IV		Contributions and Liquidity Shortfalls				
18 Contributions made to the plan for the plan year by employer(s) and employees:						
(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees	(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees	
Totals ▶			18(b)	0	18(c)	0

19	Discounted employer contributions – see instructions for small plan with a valuation date after the beginning of the year:		
	a Contributions allocated toward unpaid minimum required contributions from prior years.	19a	0
	b Contributions made to avoid restrictions adjusted to valuation date	19b	0
	c Contributions allocated toward minimum required contribution for current year adjusted to valuation date	19c	0
20	Quarterly contributions and liquidity shortfalls:		
	a Did the plan have a "funding shortfall" for the prior year?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
	b If line 20a is "Yes," were required quarterly installments for the current year made in a timely manner?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
	c If line 20a is "Yes," see instructions and complete the following table as applicable:		
Liquidity shortfall as of end of quarter of this plan year			
(1) 1st	(2) 2nd	(3) 3rd	(4) 4th
0	0	0	0

Part V	Assumptions Used to Determine Funding Target and Target Normal Cost			
21	Discount rate:			
a	Segment rates:	1st segment: %	2nd segment: %	3rd segment: %
				<input checked="" type="checkbox"/> N/A, full yield curve used
b	Applicable month (enter code).....			21b
22	Weighted average retirement age			22 61
23	Mortality table(s) (see instructions) <input type="checkbox"/> Prescribed - combined <input type="checkbox"/> Prescribed - separate <input checked="" type="checkbox"/> Substitute			

Part VI	Miscellaneous Items			
24	Has a change been made in the non-prescribed actuarial assumptions for the current plan year? If "Yes," see instructions regarding required attachment. <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No			
25	Has a method change been made for the current plan year? If "Yes," see instructions regarding required attachment. <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No			
26	Demographic and benefit information			
a	Is the plan required to provide a Schedule of Active Participants? If "Yes," see instructions regarding required attachment.			<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
b	Is the plan required to provide a projection of expected benefit payments? If "Yes," see instructions regarding required attachment ...			<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
27	If the plan is subject to alternative funding rules, enter applicable code and see instructions regarding attachment.....			27

Part VII	Reconciliation of Unpaid Minimum Required Contributions For Prior Years			
28	Unpaid minimum required contributions for all prior years			28 0
29	Discounted employer contributions allocated toward unpaid minimum required contributions from prior years (line 19a).....			29 0
30	Remaining amount of unpaid minimum required contributions (line 28 minus line 29).....			30 0

Part VIII	Minimum Required Contribution For Current Year			
31	Target normal cost and excess assets (see instructions):			
a	Target normal cost (line 6c).....			31a 3,010,000
b	Excess assets, if applicable, but not greater than line 31a			31b 0
32	Amortization installments:		Outstanding Balance	Installment
a	Net shortfall amortization installment		98,352,433	9,603,086
b	Waiver amortization installment		0	0
33	If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____) and the waived amount			33
34	Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33)....			34 12,613,086
		Carryover balance	Prefunding balance	Total balance
35	Balances elected for use to offset funding requirement		0	12,613,086
36	Additional cash requirement (line 34 minus line 35).....			36 0
37	Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c).....			37 0
38	Present value of excess contributions for current year (see instructions)			
a	Total (excess, if any, of line 37 over line 36)			38a 0
b	Portion included in line 38a attributable to use of prefunding and funding standard carryover balances			38b 0
39	Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37).....			39 0
40	Unpaid minimum required contributions for all years			40 0

Part IX	Pension Funding Relief Under the American Rescue Plan Act of 2021 (See Instructions)			
41	If an election was made to use the extended amortization rule for a plan year beginning on or before December 31, 2021, check the box to indicate the first plan year for which the rule applies. <input type="checkbox"/> 2019 <input type="checkbox"/> 2020 <input checked="" type="checkbox"/> 2021			

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 26b Schedule of Projection of Expected Benefit Payments

Plan Year	Active Participants	Terminated Vested Participants	Retired Participants and Beneficiaries Receiving Payments	Total
2024	641,308	1,962,183	77,842,776	80,446,267
2025	1,724,594	3,980,154	74,494,087	80,198,835
2026	2,549,011	4,614,806	71,105,898	78,269,715
2027	3,276,595	5,204,573	67,706,041	76,187,209
2028	3,896,206	5,735,452	64,299,168	73,930,826
2029	4,415,800	6,240,152	60,885,943	71,541,895
2030	4,887,228	6,713,219	57,476,029	69,076,476
2031	5,295,947	7,238,403	54,078,938	66,613,288
2032	5,671,912	7,693,251	50,701,018	64,066,181
2033	5,992,691	8,076,185	47,348,037	61,416,913
2034	6,231,944	8,390,514	44,029,326	58,651,784
2035	6,450,694	8,631,932	40,756,122	55,838,748
2036	6,623,535	8,809,076	37,541,303	52,973,914
2037	6,721,541	8,947,578	34,399,174	50,068,293
2038	6,757,775	9,039,397	31,344,948	47,142,120
2039	6,748,006	9,036,793	28,394,298	44,179,097
2040	6,704,108	9,002,704	25,562,918	41,269,730
2041	6,625,475	8,922,940	22,865,902	38,414,317
2042	6,522,933	8,787,042	20,316,950	35,626,925
2043	6,393,966	8,658,058	17,927,737	32,979,761
2044	6,231,545	8,477,357	15,707,462	30,416,364
2045	6,045,688	8,208,308	13,662,479	27,916,475
2046	5,835,825	7,938,277	11,796,245	25,570,347
2047	5,602,797	7,642,807	10,109,236	23,354,840
2048	5,354,780	7,288,249	8,598,991	21,242,020
2049	5,085,733	6,914,196	7,260,353	19,260,282
2050	4,803,023	6,519,218	6,085,685	17,407,926
2051	4,509,361	6,116,826	5,065,246	15,691,433
2052	4,203,818	5,706,694	4,187,658	14,098,170
2053	3,896,715	5,285,743	3,440,433	12,622,891
2054	3,589,645	4,868,459	2,810,417	11,268,521
2055	3,285,039	4,458,064	2,284,238	10,027,341
2056	2,986,808	4,055,832	1,848,750	8,891,390
2057	2,698,220	3,666,194	1,491,397	7,855,811
2058	2,421,984	3,293,115	1,200,481	6,915,580
2059	2,160,046	2,939,246	965,352	6,064,644
2060	1,913,986	2,606,722	776,548	5,297,256
2061	1,685,225	2,297,101	625,796	4,608,122

Plan Name: Heidelberg Materials US Pension Plan
EIN / PN: 81-4086708/003
Plan Sponsor: HM US Services, LLC
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Plan Year	Active Participants	Terminated Vested Participants	Retired Participants and Beneficiaries Receiving Payments	Total
2062	1,474,613	2,011,380	505,973	3,991,966
2063	1,282,541	1,750,007	411,088	3,443,636
2064	1,108,968	1,512,923	336,144	2,958,035
2065	953,488	1,299,628	277,047	2,530,163
2066	815,354	1,109,243	230,474	2,155,071
2067	693,562	940,602	193,719	1,827,883
2068	586,928	792,335	164,617	1,543,880
2069	494,163	662,938	141,440	1,298,541
2070	413,936	550,840	122,833	1,087,609
2071	344,923	454,437	107,739	907,099
2072	285,852	372,142	95,337	753,331
2073	235,527	302,430	84,996	622,953

Plan Name: Heidelberg Materials US Pension Plan
EIN / PN: 81-4086708/003
Plan Sponsor: HM US Services, LLC
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 22 Description of Weighted Average Retirement Age as of January 1, 2024

The average retirement age for Line 22 was calculated by creating a hypothetical life table with retirement as the only decrement, and then computing the average retirement age for the table.

x	q_x^r	l_x	${}_{x-55}p_{55} = l_x / l_{55}$	$q_x^r * l_x / l_{55}$	$x * q_x^r * l_x / l_{55}$
55	0.08	1,000	1.000000	0.080000	4.400000
56	0.08	920	0.920000	0.073600	4.121600
57	0.10	846	0.846400	0.084640	4.824480
58	0.10	762	0.761760	0.076176	4.418208
59	0.10	686	0.685584	0.068558	4.044946
60	0.15	617	0.617026	0.092554	5.553230
61	0.15	524	0.524472	0.078671	4.798917
62	0.20	446	0.445801	0.089160	5.527932
63	0.20	357	0.356641	0.071328	4.493674
64	0.25	285	0.285313	0.071328	4.565002
65	0.35	214	0.213984	0.074895	4.868147
66	0.35	139	0.139090	0.048681	3.212977
67	0.35	90	0.090408	0.031643	2.120078
68	0.35	59	0.058765	0.020568	1.398619
69	0.35	38	0.038198	0.013369	0.922471
70	1.00	25	0.024828	0.024828	1.737989
Average age at retirement					61.008270
Rounded for Schedule SB item 22					61

Plan Name: Heidelberg Materials US Pension Plan
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SCHEDULE SB ATTACHMENTS

Schedule SB, Part V Summary of Plan Provisions

Heidelberg Materials US Pension Plan, formerly Retirement Plan for Employees of Lehigh Hanson

The Heidelberg Materials US Pension Plan is made up of several legacy plans that have all been merged into the plan at various date in the past. The plan is closed to new entrants and all accrued benefits were frozen by December 31, 2017.

Plan Provisions – Heidelberg Materials US Pension Plan

Effective date July 1, 1990. Amended and Restated effective January 1, 2017.

Covered employees Only employees with an accrued benefit as of December 31, 2017 are covered by the plan.

Definitions

Vesting Service For a majority of participants, vesting service is determined on an elapsed time basis.

Credited service Credited service for all participants was frozen by December 31, 2017. All accrued benefits are provided by Heidelberg Materials US.

Pensionable pay and average earnings Pensionable pay was frozen for all participants by December 31, 2017. All accrued benefits are provided by Heidelberg Materials US.

Normal retirement date (NRD) In general, Social Security retirement date.
For some participants, legacy benefits age 65 or age 65 with five years of vesting service.

Social Security retirement date (SSRD) First day of month coincident with or next following the date the participant attains the age set forth in the following table:

<u>Year of Participant's Birth</u>	<u>Age (SSRA)</u>
Prior to 1938	65
1938 to 1954	66
1955 or after	67

Monthly pension benefit All accrued benefits were frozen by December 31, 2017 and are provided by Heidelberg Materials US.

Plan Name: Heidelberg Materials US Pension Plan
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Plan Sponsor: HM US Services, LLC
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Monthly preretirement spouse benefit 100% of the monthly pension benefit as of the date of death, reduced for the 100% joint and survivor election and reduced for payment on the participant's earliest retirement date.

Eligibility for Benefits

Normal retirement Retirement on NRD.

Early retirement Retirement before NRD and on or after both attaining age 55 and completing ten years of vesting service.
For some participants, legacy benefits may commence at age 55 with five years of vesting service or after 30 years of vesting service.

Postponed retirement Retirement after NRD.

Deferred vested Termination for reasons other than death, disability, or retirement after completing five years of accumulated service.

Preretirement spouse benefit Death while eligible for normal, early, postponed or deferred vested retirement benefits, with a surviving spouse.

Disability retirement Termination due to total and permanent disability after completion of five or more years of vesting service.

Monthly Benefits Paid Upon the Following Events

Normal retirement Monthly pension benefit determined as of NRD.

Early retirement Monthly pension benefit reduced for commencement prior to NRD. The reduction for early retirement is determined based on the legacy plan in which the retirement benefit was earned.

Postponed retirement Monthly pension benefit determined as of actual retirement date. Certain participants are eligible to receive actuarial increases for postponed retirement.

Termination with deferred vested benefit Monthly pension benefit determined as of termination date, reduced in the same manner as for early retirement for each month of payment before the participant's NRD.

Death with preretirement spouse benefits Monthly preretirement spouse benefit is payable to spouse for life starting at earliest retirement date providing the participant has completed five or more years of accumulated service, or has terminated with a vested benefit and benefits had not commenced.

Plan Name: Heidelberg Materials US Pension Plan
EIN / PN: 81-4086708/003
Plan Sponsor: HM US Services, LLC
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Disability benefit	Monthly pension benefit payable at NRD. Certain participants are eligible to receive immediate disability benefits.
Qualified joint and survivor option	If a married participant retires under normal, early, disability, or deferred vested retirement provisions and does not elect to the contrary in writing, his/her benefit will be paid under the terms of the qualified joint and survivor option. Under this option, the participant will receive a reduced pension payable for his/her life with payments in the amount of 100% of such reduced pension which will be continued after his/her death to his/her spouse for the spouse's lifetime.
Forms of payment	<p>All participants shall be entitled to elect a monthly joint and survivor annuity option with either 25%, 50%, 60%, 66-2/3%, 75% or 100% survivor benefit, either a five-year or 10-year certain and life annuity option, a straight life annuity option or a lump sum option.</p> <p>The normal form of benefit for all married participants is standardized as a 100% qualified joint and survivor annuity.</p> <p>The automatic spousal death benefit for all married participants is standardized as a 100% survivor annuity.</p> <p>All non-retired, former participants (and surviving spouses entitled to the automatic spousal death benefit) are permitted to elect a lump sum distribution of their accrued benefits any time following their termination of employment (or, the case of a surviving spouse, following the death of the participant) notwithstanding that the participant has not yet reached earliest retirement age. Prior to its merger with the union plans, the Heidelberg Materials US Pension Plan was amended on July 9, 2015 to offer this lump sum distribution option to all non-retired, former participants of that plan effective April 1, 2016.</p>
Maximum on benefits and pay	All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes become effective.

Changes in Plan Provisions Since Prior Year

There have been no changes in benefits valued since the prior valuation.

Plan Name: Heidelberg Materials US Pension Plan
EIN / PN: 81-4086708/003
Plan Sponsor: HM US Services, LLC
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Heidelberg Materials US Pension Plan, formerly Consolidated Legacy Essroc Pension Plan

The Essroc Defined Benefit Plan is made up of multiple legacy plans that have all been merged into the plan in the past. The plan is closed to new entrants and all accrued benefits were frozen by December 31, 2017

Plan Provisions – Consolidated Legacy Essroc Pension Plan

Effective date April 1, 1950. Amended and Restated effective January 1, 2015.

Covered employees Only employees with an accrued benefit as of December 31, 2017 are covered by the plan.

Definitions

Vesting Service For a majority of participants, vesting service is determined on an elapsed time basis.

Credited service Credited service for all participants was frozen by December 31, 2017. All accrued benefits are provided by Heidelberg Materials US.

Pensionable pay and average earnings Pensionable pay was frozen for all participants by December 31, 2017. All accrued benefits are provided by Heidelberg Materials US.

Normal retirement date (NRD) The later of attainment of age 65 or the fifth anniversary of the date of hire.

Monthly pension benefit All accrued benefits were frozen by December 31, 2017 and are provided by Heidelberg Materials US.

Monthly preretirement spouse benefit

Salaried:

A monthly benefit equal to 50% of the benefit the participant would have received had he terminated service on his date of death and commenced benefits on his earliest possible retirement date, in the form of a 50% Joint & Survivor annuity.

FFRN:

A monthly benefit equal to 50% of the benefit the participant would have received had he terminated service on his date of death and commenced benefits on his earliest possible retirement date, in the form of a 50% Joint & Survivor annuity. All monthly payments prior to the spouse's attainment of age 62 are subject to a \$75 minimum.

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If a Nazareth participant is age 55 with 10 years of Benefit Service at the time of his death, the spousal benefit is increased to 66 2/3%.

SME:

A monthly benefit equal to 66 2/3% of the benefit the participants would have received had he terminated service on his date of death and commenced benefits on his earliest possible retirement date, in the form of a 66 2/3% Joint & Survivor annuity. All monthly payments prior to the spouse's attainment of age 62 are subject to a \$75 minimum.

Eligibility for Benefits

Normal retirement

Retirement on NRD.

Early retirement

Salaried:

Attainment of age 55 with five years of Vesting Service.

SME:

Speed employees:

Attainment of age 55 with 10 years of Benefit Service.

Martinsburg employees:

Attainment of age 55 with 10 years of Vesting Service, or attainment of 30 years of Benefit Service.

Essexville employees:

Attainment of age 55 with 10 years of Benefit Service, or attainment of 30 years of Benefit Service.

FFRN:

Attainment of age 60 with 15 years of Vesting Service for Front Royal employees. Attainment of age 55 with 10 years of Vesting Service for Nazareth and Frederick employees or attainment of 30 years of Benefit Service, if a participant had at least 15 years of Benefit Service as of June 10, 1985.

Postponed retirement

Retirement after NRD.

Deferred vested

Termination for reasons other than death, disability, or retirement after completing five years of accumulated service.

Preretirement spouse benefit

Death while eligible for normal, early, postponed or deferred vested retirement benefits, with a surviving spouse.

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Disability retirement

Salaried:

In receipt of benefits under a company-sponsored long-term disability (LTD) plan, or, if ineligible for a company (LTD) plan, eligible for, and in receipt of Social Security disability benefits.

SME:

Total and permanent disability after attainment of 10 years of Benefit Service.

FFRN:

Total and permanent disability after attainment of 10 years of Vesting Service (15 years of Benefit Service for Front Royal employees).

Monthly Benefits Paid Upon the Following Events

Normal retirement

Monthly pension benefit determined as of NRD.

Early retirement

Monthly pension benefit reduced for commencement prior to NRD. The reduction for early retirement is determined based on the legacy plan in which the retirement benefit was earned.

Postponed retirement

Monthly pension benefit determined as of actual retirement date. Certain participants are eligible to receive actuarial increases for postponed retirement.

Termination with deferred vested benefit

Monthly pension benefit determined as of termination date, reduced in the same manner as for early retirement for each month of payment before the participant's NRD.

Death with preretirement spouse benefits

Monthly preretirement spouse benefit is payable to spouse for life starting at earliest retirement date providing the participant has completed five or more years of accumulated service, or has terminated with a vested benefit and benefits had not commenced.

Disability benefit

Salaried:

Accrued Benefit payable at normal retirement, calculated assuming that service continues to be credited from the date of disability to normal retirement, and that earnings remain at the level in effect immediately prior to the date of disability.

SME:

Speed Employees:

\$21.50 times Benefit service as of 12/31/1985, plus \$22.50 times Benefit Service from 01/01/1986.

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Martinsburg and Essexville Employees:
Accrued Benefit

FFRN:

Accrued Benefit at time of disability (no less than \$500 for Nazareth and Frederick employees), payable immediately.

Qualified joint and survivor option

If a married participant retires under normal, early, disability, or deferred vested retirement provisions and does not elect to the contrary in writing, his/her benefit will be paid under the terms of the qualified joint and survivor option. Under this option, the participant will receive a reduced pension payable for his/her life with payments in the amount of 100% of such reduced pension which will be continued after his/her death to his/her spouse for the spouse's lifetime.

Forms of payment

All participants shall be entitled to elect a monthly joint and survivor annuity option with either 50%, 60%, 66-2/3%, 75% or 100% survivor benefit, a straight life annuity option or a lump sum option. Additionally, some participants have the option to elect a 10 year certain and life annuity.

The normal form of benefit for all married participants is standardized as a 100% qualified joint and survivor annuity.

The automatic spousal death benefit for all married participants is standardized as a 50% survivor annuity.

All non-retired, former participants (and surviving spouses entitled to the automatic spousal death benefit) are permitted to elect a lump sum distribution of their accrued benefits any time following their termination of employment (or, the case of a surviving spouse, following the death of the participant) notwithstanding that the participant has not yet reached earliest retirement age. The Plan was amended as of October 2, 2017 to offer this lump sum distribution option to all non-retired, former participants.

Maximum on benefits and pay

All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes become effective.

Changes in Plan Provisions Since Prior Year

There have been no changes in benefits valued since the prior valuation.

Plan Name: Heidelberg Materials US Pension Plan
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SCHEDULE SB ATTACHMENTS

Schedule SB, Line 32 Schedule of Amortization Bases as of January 1, 2024

Type of Base	Date Established	Initial Amount	Remaining Amortization Period (Years)	Outstanding Balance	Amortization Payment
Shortfall	01/01/2024	(28,839,449)	15.00000	(28,839,449)	(2,653,868)
Shortfall	01/01/2023	133,020,436	14.00000	127,191,882	12,256,954
Total				98,352,433	9,603,086

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Schedule SB, Line 24 Change in Actuarial Assumptions

- The termination rates, retirement rates, and election assumptions were updated based on an experience study conducted in 2023.

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SCHEDULE SB ATTACHMENTS

Schedule SB, Line 23 Information on Use of Multiple Mortality Tables

Different mortality tables were used for different populations. Item 23 reflects the largest population.

Population description	Population size	Mortality table
Non-Disabled Annuitants	10,011	IRS approved §430 plan-specific substitute mortality table, based on the experience of Heidelberg Materials US non-disabled male and female annuitants, projected forward from 2017 with generational projection as specified in the regulations under §1.430(h)(3)-2 using IRS adjusted Scale MP-2021 (i.e., MP-2021 with no mortality improvement for 2020-2023 and future mortality improvement capped at 0.78% for years after 2024).
Disabled Annuitants	3	Alternative disabled life mortality tables as defined under Revenue Ruling 96-7.
Nonannuitants	4,062	IRS-prescribed nonannuitant tables based on Pri-2012 "Employees" table, without collar or amount adjustments, projected forward with a generational projection as specified in the regulations under §1.430(h)(3)-1 using the IRS adjusted Scale MP-2021 (i.e., MP-2021 with no mortality improvement for 2020-2023 and future mortality improvement capped at 0.78% for years after 2024)

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SCHEDULE SB ATTACHMENTS

Schedule SB, Line 23 Information on Use of Substitute Mortality Tables

Substitute mortality tables are used for the following plan populations:

- Male and female annuitants, excluding disabled annuitants

Mortality ratio used to develop the table:

- 1.075071

Credibility for construction of the table:

- Partial credibility; Partial credibility weighting factor of 0.861009

Prescribed tables are used for the following plan populations:

- Male and female disabled annuitants
- Male and female nonannuitants, including disabled nonannuitants

The last plan year for which the IRS approval for the substitute mortality tables applies is the January 1, 2030 plan year.

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Plan Sponsor: HM US Services, LLC
Valuation Date: January 1, 2024