Form 5500	Annual Return/Report of Employee Benefit Plan	OMB Nos. 1210-0110 1210-0089
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.**	**2024** **This Form is Open to Public Inspection**

Part I Annual Report Identification Information

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

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

B This return/report is:
- [ ] the first return/report
- [ ] the final return/report
- [ ] an amended return/report
- [ ] a short plan year return/report (less than 12 months)

C If the plan is a collectively-bargained plan, check here. . . . . ▶ [ ]

D Check box if filing under:
- [X] Form 5558
- [ ] automatic extension
- [ ] the DFVC program
- [ ] special extension (enter description)

E If this is a retroactively adopted plan permitted by SECURE Act section 201, check here. . . . . ▶ [ ]

Part II Basic Plan Information—enter all requested information

1a Name of plan VENTURE CONSTRUCTION COMPANY EMPLOYEE STOCK OWNERSHIP PLAN	**1b** Three-digit plan number (PN) ▶ 002 **1c** Effective date of plan 01/01/2015
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) VENTURE CONSTRUCTION COMPANY 5660 PEACHTREE INDUSTRIAL BLVD. NORCROSS, GA 30071	**2b** Employer Identification Number (EIN) 58-1077028 **2c** Plan Sponsor's telephone number 770-441-6555 **2d** Business code (see instructions) 236200

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

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

SIGN HERE	Filed with authorized/valid electronic signature. **Signature of plan administrator**	10/15/2025 Date	DENISE SMITH Enter name of individual signing as plan administrator
SIGN HERE	**Signature of employer/plan sponsor**	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE	**Signature of DFE**	Date	Enter name of individual signing as DFE

3a Plan administrator's name and address [X] Same as Plan Sponsor

3b Administrator's EIN

3c Administrator's telephone number

4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report:

a Sponsor's name

c Plan Name

4b EIN

4d PN

5	Total number of participants at the beginning of the plan year	**5**	263
6	Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines **6a(1), 6a(2), 6b, 6c,** and **6d**).		
a(1)	Total number of active participants at the beginning of the plan year	**6a(1)**	232
a(2)	Total number of active participants at the end of the plan year	**6a(2)**	212
b	Retired or separated participants receiving benefits	**6b**	0
c	Other retired or separated participants entitled to future benefits	**6c**	28
d	Subtotal. Add lines **6a(2)**, **6b**, and **6c**.	**6d**	240
e	Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.	**6e**	3
f	Total. Add lines **6d** and **6e**.	**6f**	243
g(1)	Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item)	**6g(1)**	248
g(2)	Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)	**6g(2)**	242
h	Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested	**6h**	4
7	Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	**7**	

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

2E 2P 2Q 3I

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

9a Plan funding arrangement (check all that apply)
- (1) [ ] Insurance
- (2) [ ] Code section 412(e)(3) insurance contracts
- (3) [X] Trust
- (4) [ ] General assets of the sponsor

9b Plan benefit arrangement (check all that apply)
- (1) [ ] Insurance
- (2) [ ] Code section 412(e)(3) insurance contracts
- (3) [X] Trust
- (4) [ ] General assets of the sponsor

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

a Pension Schedules
- (1) [X] **R** (Retirement Plan Information)
- (2) [ ] **MB** (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary
- (3) [ ] **SB** (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary
- (4) [ ] **DCG** (Individual Plan Information) – Number Attached ______
- (5) [ ] **MEP** (Multiple-Employer Retirement Plan Information)

b General Schedules
- (1) [X] **H** (Financial Information)
- (2) [ ] **I** (Financial Information – Small Plan)
- (3) [ ] **A** (Insurance Information) – Number Attached 0
- (4) [ ] **C** (Service Provider Information)
- (5) [ ] **D** (DFE/Participating Plan Information)
- (6) [ ] **G** (Financial Transaction Schedules)

Part III Form M-1 Compliance Information (to be completed by welfare benefit plans)

11a If the plan provides welfare benefits, was the plan subject to the Form M-1 filing requirements during the plan year? (See instructions and 29 CFR 2520.101-2.) ....…………..… ☐ Yes ☐ No

If "Yes" is checked, complete lines 11b and 11c.

11b Is the plan currently in compliance with the Form M-1 filing requirements? (See instructions and 29 CFR 2520.101-2.) ……..... ☐ Yes ☐ No

11c Enter the Receipt Confirmation Code for the 2024 Form M-1 annual report. If the plan was not required to file the 2024 Form M-1 annual report, enter the Receipt Confirmation Code for the most recent Form M-1 that was required to be filed under the Form M-1 filing requirements. (Failure to enter a valid Receipt Confirmation Code will subject the Form 5500 filing to rejection as incomplete.)

Receipt Confirmation Code______________________

SCHEDULE 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
VENTURE CONSTRUCTION COMPANY EMPLOYEE STOCK OWNERSHIP PLAN

B Three-digit plan number (PN) ▶ 002

C Plan sponsor's name as shown on line 2a of Form 5500
VENTURE CONSTRUCTION COMPANY

D Employer Identification Number (EIN)
58-1077028

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**	110726	55051
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	**1b(1)**	1400757	2605088
(2) Participant contributions	**1b(2)**		
(3) Other	**1b(3)**	171	171
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	**1c(1)**		
(2) U.S. Government securities	**1c(2)**		
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	**1c(3)(A)**		
(B) All other	**1c(3)(B)**		
(4) Corporate stocks (other than employer securities):			
(A) Preferred	**1c(4)(A)**		
(B) Common	**1c(4)(B)**		
(5) Partnership/joint venture interests	**1c(5)**		
(6) Real estate (other than employer real property)	**1c(6)**		
(7) Loans (other than to participants)	**1c(7)**		
(8) Participant loans	**1c(8)**		
(9) Value of interest in common/collective trusts	**1c(9)**		
(10) Value of interest in pooled separate accounts	**1c(10)**		
(11) Value of interest in master trust investment accounts	**1c(11)**		
(12) Value of interest in 103-12 investment entities	**1c(12)**		
(13) Value of interest in registered investment companies (e.g., mutual funds)	**1c(13)**		
(14) Value of funds held in insurance company general account (unallocated contracts)	**1c(14)**		
(15) Other	**1c(15)**		

		(a) Beginning of Year	(b) End of Year
1d Employer-related investments:			
(1) Employer securities	1d(1)	59025204	77165931
(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	60536858	79826241
Liabilities			
g Benefit claims payable	1g		
h Operating payables	1h	1680	0
i Acquisition indebtedness	1i		
j Other liabilities	1j	4986666	4760000
k Total liabilities (add all amounts in lines 1g through1j)	1k	4988346	4760000
Net Assets			
l Net assets (subtract line 1k from line 1f)	1l	55548512	75066241

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)	2962152	
(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)		2962152
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)	5965	
(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)		5965
(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)		0
(5) Unrealized appreciation (depreciation) of assets: **(A)** Real estate	2b(5)(A)		
(B) Other	2b(5)(B)	18140727	
(C) Total unrealized appreciation of assets. Add lines **2b(5)(A)** and **(B)**	2b(5)(C)		18140727

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts	2b(6)		
(7) Net investment gain (loss) from pooled separate accounts	2b(7)		
(8) Net investment gain (loss) from master trust investment accounts	2b(8)		
(9) Net investment gain (loss) from 103-12 investment entities	2b(9)		
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		
c Other income	2c		
d Total income. Add all **income** amounts in column (b) and enter total	2d		21108844

Expenses

		(a) Amount	(b) Total
e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	1458498	
(2) To insurance carriers for the provision of benefits	2e(2)		
(3) Other	2e(3)		
(4) Total benefit payments. Add lines **2e(1)** through **(3)**	2e(4)		1458498
f Corrective distributions (see instructions)	2f		
g Certain deemed distributions of participant loans (see instructions)	2g		
h Interest expense	2h		130152
i Administrative expenses:			
(1) Salaries and allowances	2i(1)		
(2) Contract administrator fees	2i(2)		
(3) Recordkeeping fees	2i(3)	2465	
(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)		2465
j Total expenses. Add all **expense** amounts in column (b) and enter total	2j		1591115

Net Income and Reconciliation

		(a) Amount	(b) Total
k Net income (loss). Subtract line **2j** from line **2d**	2k		19517729
l Transfers of assets:			
(1) To this plan	2l(1)		
(2) From this plan	2l(2)		

Part III Accountant's Opinion

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

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

(1) [X] Unmodified **(2)** [ ] Qualified **(3)** [ ] Disclaimer **(4)** [ ] Adverse

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

(1) [ ] DOL Regulation 2520.103-8 **(2)** [ ] DOL Regulation 2520.103-12(d) **(3)** [X] neither DOL Regulation 2520.103-8 nor DOL Regulation 2520.103-12(d).

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

(1) Name: MJCO, LLC **(2)** EIN: 83-2175462

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

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

Part IV Compliance Questions

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

During the plan year:		Yes	No	Amount
a Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.)	4a		X	
b Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.)	4b		X	
c Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)	4c		X	
d Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)	4d		X	
e Was this plan covered by a fidelity bond?	4e	X		1000000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?	4f		X	
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?	4g		X	
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?	4h		X	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	4i	X		
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)	4j		X	
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?	4k		X	
l Has the plan failed to provide any benefit when due under the plan?	4l		X	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)	4m		X	
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.	4n			

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

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

5b(1) Name of plan(s)	**5b(2)** EIN(s)	**5b(3)** PN(s)

5c Was the plan a defined benefit plan covered under the PBGC insurance program at any time during this plan year? (See ERISA section 4021 and instructions.) .... ☐ Yes ☐ No ☐ Not determined

If “Yes” is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year ____________________.

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

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

A Name of plan
VENTURE CONSTRUCTION COMPANY EMPLOYEE STOCK OWNERSHIP PLAN

B Three-digit plan number (PN) ▶ 002

C Plan sponsor's name as shown on line 2a of Form 5500
VENTURE CONSTRUCTION COMPANY

D Employer Identification Number (EIN)
58-1077028

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): 58-1428634 ____________________

Profit-sharing plans, ESOPs, and stock bonus plans, skip line 3.

3 Number of participants (living or deceased) whose benefits were distributed in a single sum, during the plan year **3**

Part II Funding Information (If the plan is not subject to the minimum funding requirements of section 412 of the Internal Revenue Code or ERISA section 302, skip this Part.)

4 Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)? .... ☐ **Yes** ☐ **No** ☐ **N/A**

If the plan is a defined benefit plan, go to line 8.

5 If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instructions and enter the date of the ruling letter granting the waiver. **Date:** Month ________ Day ________ Year ________

If you completed line 5, complete lines 3, 9, and 10 of Schedule MB and do not complete the remainder of this schedule.

6 **a** Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived) **6a**

b Enter the amount contributed by the employer to the plan for this plan year **6b**

c Subtract the amount in line 6b from the amount in line 6a. Enter the result (enter a minus sign to the left of a negative amount) **6c**

If you completed line 6c, skip lines 8 and 9.

7 Will the minimum funding amount reported on line 6c be met by the funding deadline? .... ☐ **Yes** ☐ **No** ☐ **N/A**

8 If a change in actuarial cost method was made for this plan year pursuant to a revenue procedure or other authority providing automatic approval for the change or a class ruling letter, does the plan sponsor or plan administrator agree with the change? .... ☐ **Yes** ☐ **No** ☐ **N/A**

Part III Amendments

9 If this is a defined benefit pension plan, were any amendments adopted during this plan year that increased or decreased the value of benefits? If yes, check the appropriate box. If no, check the "No" box........ ☐ **Increase** ☐ **Decrease** ☐ **Both** ☐ **No**

Part IV ESOPs (see instructions). If this is not a plan described under section 409(a) or 4975(e)(7) of the Internal Revenue Code, skip this Part.

10 Were unallocated employer securities or proceeds from the sale of unallocated securities used to repay any exempt loan? .... ☐ **Yes** ☒ **No**

11 **a** Does the ESOP hold any preferred stock? .... ☐ **Yes** ☒ **No**

b If the ESOP has an outstanding exempt loan with the employer as lender, is such loan part of a "back-to-back" loan? (See instructions for definition of "back-to-back" loan.) .... ☒ **Yes** ☐ **No**

12 Does the ESOP hold any stock that is not readily tradable on an established securities market? .... ☒ **Yes** ☐ **No**

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

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

a Name of contributing employer

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

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

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) ____________
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify):

a Name of contributing employer

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

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

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) ____________
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): ______________________________

a Name of contributing employer

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

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

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) ____________
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): ______________________________

a Name of contributing employer

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

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

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) ____________
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): ______________________________

a Name of contributing employer

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

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

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) ____________
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): ______________________________

a Name of contributing employer

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

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

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) ____________
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): ______________________________

14 Enter the number of deferred vested and retired participants (inactive participants), as of the beginning of the plan year, whose contributing employer is no longer making contributions to the plan for:		
a The current plan year. Check the box to indicate the counting method used to determine the number of inactive participants: ☐ last contributing employer ☐ alternative ☐ reasonable approximation (see instructions for required attachment)........	**14a**	
b The plan year immediately preceding the current plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment)........	**14b**	
c The second preceding plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment)........	**14c**	
15 Enter the ratio of the number of participants under the plan on whose behalf no employer had an obligation to make an employer contribution during the current plan year to:		
a The corresponding number for the plan year immediately preceding the current plan year........	**15a**	
b The corresponding number for the second preceding plan year........	**15b**	
16 Information with respect to any employers who withdrew from the plan during the preceding plan year:		
a Enter the number of employers who withdrew during the preceding plan year........	**16a**	
b If line 16a is greater than 0, enter the aggregate amount of withdrawal liability assessed or estimated to be assessed against such withdrawn employers........	**16b**	

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

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

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

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

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

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

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

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

b If line 20a is "Yes," has PBGC been notified as required by ERISA sections 4043(c)(5) and/or 303(k)(4)? Check the applicable box:

☐ Yes.

☐ No. Reporting was waived under 29 CFR 4043.25(c)(2) because contributions equal to or exceeding the unpaid minimum required contribution were made by the 30th day after the due date.

☐ No. The 30-day period referenced in 29 CFR 4043.25(c)(2) has not yet ended, and the sponsor intends to make a contribution equal to or exceeding the unpaid minimum required contribution by the 30th day after the due date.

☐ No. Other. Provide explanation.________________________________

Part VII IRS Compliance Questions

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

21b If this is a Code section 401(k) plan, check all boxes that apply to indicate how the plan is intended to satisfy the nondiscrimination requirements for employee deferrals and employer matching contributions (as applicable) under Code sections 401(k)(3) and 401(m)(2).

☐ Design-based safe harbor method

☐ "Prior year" ADP test

☐ "Current year" ADP test

☒ N/A

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

Venture Construction Company Employee Stock Ownership Plan

Financial Statements
and
Independent Auditors' Report

As of December 31, 2024 and 2023
and
For the Year Ended December 31, 2024

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30000 Mill Creek Ave, Ste 340
Alpharetta, GA 30022
www.marshalljones.com
404 231 2001

marshalljones
certified public accountants

INDEPENDENT AUDITORS' REPORT

To the Trustees, Plan Administrator,
And Participating Employees of
Venture Construction Company
Employee Stock Ownership Plan

Opinion

We have audited the financial statements of Venture Construction Company Employee Stock Ownership Plan ("the Plan"), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 ("ERISA"), which comprise the Statements of Net Assets Available for Plan Benefits as of December 31, 2024 and 2023, and the related Statement of Changes in Net Assets Available for Plan Benefits for the year ended December 31, 2024, and the related Notes to the Financial Statements.

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

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

Responsibilities of Management for the Financial Statements

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

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.

Auditors' Responsibilities for the Audits of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with 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 audits in accordance with GAAS, we:

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

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

<u>Other Matter—Supplemental Schedule Required by ERISA</u>

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

In forming our opinion on the Supplemental Schedule, we evaluated whether the Supplemental Schedule, including its form and content, is presented in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

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

Marshall Jones

Alpharetta, Georgia
October 15, 2025

VENTURE CONSTRUCTION COMPANY EMPLOYEE STOCK OWNERSHIP PLAN
STATEMENTS OF NET ASSETS AVAILABLE FOR PLAN BENEFITS
December 31, 2024 and 2023

	2024			2023		
	Allocated	**Unallocated**	**Total**	Allocated	Unallocated	Total
Net Assets Available for Plan Benefits						
Interest-bearing cash	**$ 55,051**	**$ -**	**$ 55,051**	$ 110,726	$ -	$ 110,726
Investments, at fair value	**29,049,258**	**48,116,673**	**77,165,931**	20,076,587	38,948,617	59,025,204
Employer contribution receivables	**-**	**-**	**-**	1,400,757	-	1,400,757
Other receivables	**171**	**-**	**171**	171	-	171
Total Assets	**29,104,480**	**48,116,673**	**77,221,153**	21,588,241	38,948,617	60,536,858
Operating payables	**-**	**-**	**-**	1,680	-	1,680
Interest payable	**-**	**-**	**-**	-	-	-
Loans payable	**-**	**4,760,000**	**4,760,000**	-	4,986,666	4,986,666
Total Net Assets Available for Plan Benefits	**$29,104,480**	**$43,356,673**	**$72,461,153**	$21,586,561	$33,961,951	$55,548,512

These financial statements should be read only in connection with the accompanying independent auditors' report and notes to the financial statements.

VENTURE CONSTRUCTION COMPANY EMPLOYEE STOCK OWNERSHIP PLAN
STATEMENT OF CHANGES IN ASSETS AVAILABLE FOR PLAN BENEFITS
For the Year Ended December 31, 2024

	Allocated	Unallocated	**Total**
Additions in net assets attributed to:			
Investment Income:			
Net appreciation in investments	$ 6,170,311	$ 11,970,416	**$18,140,727**
Interest income	5,965	-	**5,965**
Employer contributions	246	356,818	**357,064**
Allocation of company stock	2,802,360	(2,802,360)	**-**
Total Additions	8,978,882	9,524,874	**18,503,756**
Deductions from assets attributed to:			
Benefit paid to beneficiaries	1,458,498	-	**1,458,498**
Plan administration	2,465	-	**2,465**
Interest expense	-	130,152	**130,152**
Total Deductions	1,460,963	130,152	**1,591,115**
Net increase	7,517,919	9,394,722	**16,912,641**
Net Assets Available for Plan Benefits – Beginning of Year	21,586,561	33,961,951	**55,548,512**
Net Assets Available for Plan Benefits – End of Year	$29,104,480	$43,356,673	**$72,461,153**

This financial statement should be read only in connection with the accompanying independent auditors' report and notes to the financial statements.

NOTE 1 – DESCRIPTION OF PLAN AND BASIS OF PRESENTATION

Description of Plan

The following description of the Venture Construction Company ("the Company") Employee Stock Ownership Plan ("the Plan") provides only general information. Participants should refer to the Plan's agreement for a more complete description of the Plan's provisions.

General

The Company established the Plan on January 1, 2015. The Company was an S corporation on the date the Plan was adopted and remained an S corporation as of December 31, 2024.

The Plan is a stock bonus plan qualified under Section 401(a) of the Internal Revenue Code of 1986, as amended ("the IRC"), which is designed to invest primarily in "qualifying employer securities." "Qualifying employer securities" means Common Stock of the Company which is readily tradable on an established securities market or if there is no Company stock which is readily tradable on an established securities market, the Common Stock issued by the Company, or by a corporation which is a member of the same controlled group ("the Issuer"), having a combination of voting power and dividend rights which equals or exceeds that class of Common Stock of the Issuer having the greatest voting power, and the class of Common Stock of the Issuer having the greatest dividend rights ("Company Stock").

The purposes of the Plan are for participants to (i) share in the growth and prosperity of the Company, (ii) accumulate capital for their future economic security, and (iii) acquire beneficial stock ownership interests in the Company. Consequently, the Company's contributions to the Plan will be invested primarily in qualifying employer securities. The Plan is intended to be an employee stock ownership plan ("ESOP") within the meaning of IRC Section 4975(e)(7) and Section 407(d)(6) of the Employee Retirement Income Security Act of 1974, as amended ("ERISA") and operates, in relevant part, as a leveraged ESOP.

The Plan is administered by an Administration Committee ("the Committee") comprised of up to three persons appointed by the Company's board of directors. The trust department of an independent third-party bank is the Plan's trustee.

On December 31, 2015, the Plan purchased 512,016 shares of the voting common shares of the Company. The purchase was seller financed (see Note 8 for disclosure of promissory notes). The Plan holds the stock in a trust established under the Plan.

(Continued)

NOTE 1 – DESCRIPTION OF PLAN AND BASIS OF PRESENTATION (Continued)

General (Continued)

As the Plan makes principal payments on the promissory notes, an appropriate percentage of stock will be allocated to eligible employees' accounts in accordance with applicable regulations under the IRC.

Eligibility

All employees who have reached age twenty-one and have worked 1,000 hours a year or more are eligible to participate in the Plan upon completion of one year of service. After the effective date of the Plan, eligible employees will become a participant on the earlier of (i) the first day of the first month of the Plan year (January 1) or the first day of the seventh month (July 1) of the Plan year coinciding with or next following the date the eligibility requirements of the Plan are met. Employees who meet the eligibility requirements but terminate employment on or before December 31 of the related plan year-end are not eligible for allocations, unless the termination was due to death, total and permanent disability, or after reaching retirement age.

Contributions

The Company is obligated to make contributions in cash to the Plan which, when aggregated with the Plan's dividends and interest earnings, equal the amount necessary to enable the Plan to make its regularly scheduled payments of principal and interest due on its term loan. Participant contributions are not permitted. The Company's contributions for the year ended December 31, 2024 and 2023, totaled $356,818 and $362,735, respectively.

Payment of Benefits

Distributions from the Plan cannot occur until the loan described in Note 8 is paid in full, unless the participant terminates employment with all affiliates, has plan participation of 10 years, or upon reaching age 65 or normal retirement age. Distributions on account of death, disability, or retirement are made in a lump sum in the Plan year following the event. Upon termination, participant vested balances in Company Stock will be exchanged for cash based upon fair market value of the stock as of the last day of the Plan year following the date of termination and become available for payment in the year following the termination.

(Continued)

NOTE 1 – DESCRIPTION OF PLAN AND BASIS OF PRESENTATION (Continued)

Payment of Benefits (Continued)

The Plan will automatically cash-out any employee who has terminated service with a vested account balance equal to or less than $1,000. A participant's vested and non-forfeitable account can be paid in a series of five-annual installments if the balance of the participant's account exceeds $1,070,000 (for the 2018 Plan year). The five-year installment period will be extended by one year for each $220,000 (for the 2018 Plan year) (or fraction thereof) by which such account balance exceeds $1,070,000 (for the 2018 Plan year), but not to exceed five additional years. The dollar limit thresholds of account balances requiring installment payments will be adjusted at the same time and in the same manner as adjustments under IRC Section 415(d) are required to be made. Finally, when the account no longer exceeds $1,000, the balance will be paid in a lump sum. If the vested balance of an account exceeds $1,000 but does not exceed $5,000, the participant can elect to have the distributions paid to another eligible retirement plan or to receive the distribution directly. If the participant does not elect either of these options, the distribution will be paid in a lump sum in a direct rollover to an individual retirement plan. If the vested balance of an account exceeds $5,000, the distribution will be a single lump sum in the form of cash or as a rollover.

Voting Rights

If the Company does not have a registration-type class of securities, each participant or beneficiary is entitled to direct the trustee as to the manner in which voting rights of the shares of Company Stock which are allocated to the account of such participant or beneficiary are to be exercised with respect to any corporate matter which involves the voting of such Company Stock with respect to the approval or disapproval of any corporate merger or consolidation, recapitalization, reclassification, liquidation, dissolution, or sale of substantially all assets of the business. The Committee will direct the trustee with respect to the voting of Company Stock in all other matters. If the Company has a registration-type of securities, each participant or beneficiary will be entitled to direct the trustee as to the manner in which voting rights of shares of Company Stock which are allocated to the account of such participant or beneficiary with respect to all matters as to which such shares are entitled to be voted. A registration-type class of securities is defined as a class of securities to be registered under Section 12 of the Securities Exchange Act of 1934.

Forfeitures

Plan forfeitures are allocated to each participant's account based upon the relation of the participant's eligible compensation to total eligible compensation for the Plan year. Forfeited nonvested accounts to be allocated to participants' accounts totaled $43,153 and $27,363 as of December 31, 2024 and 2023, respectively.

(Continued)

NOTE 1 – DESCRIPTION OF PLAN AND BASIS OF PRESENTATION (Continued)

Vesting

If a participant's employment with the Company terminates (1) as a result of his or her death (as determined under applicable law) or total and permanent disability (as determined under Plan Agreement) or (2) after he or she reaches "Normal Retirement Age," which is the later of the date he/she reaches age 65 or the fifth anniversary of the date he or she commenced participation in the Plan, the participant shall be 100% vested and non-forfeitable upon such termination of employment. If the participant's employment with the Company terminates prior to his or her Normal Retirement Age and for any reason other than his or her death or total and permanent disability, the participant's interest in his or her account upon such termination of employment, will be vested and non-forfeitable based on his or her years of service for vesting purposes as follows per the Plan's agreement:

Years of Service for Vesting Purposes	**Vested %**
Less than 2 years	0%
2 years but less than 3 years	20%
3 years but less than 4 years	40%
4 years but less than 5 years	60%
5 years but less than 6 years	80%
6 years or more	100%

Investments

Investments are reported at fair value and consist of Common Stock of the Company. The Plan's investments, at December 31 are presented in the following table:

	2024		2023	
	Allocated	**Unallocated**	Allocated	Unallocated
Venture Construction Company Common Stock:				
Number of Shares	**192,749**	**319,267**	174,155	337,861
Cost	**$ 2,653,980**	**$ 4,396,020**	$ 2,404,718	$ 4,645,282
Fair Value	**$29,049,258**	**$48,116,673**	$20,076,587	$38,948,617

(Continued)

NOTE 1 – DESCRIPTION OF PLAN AND BASIS OF PRESENTATION (Continued)

Diversification

Diversification is offered to participants close to retirement so that they may have the opportunity to move part of the value of their investment in the Company's Common Stock into investments which are more diversified. Participants who are at least age 55 with at least 10 years of participation in the Plan may elect to diversify a portion of their account. Diversification is offered to each eligible participant over a six-year period. In each of the first 5 years, a participant may diversify up to 25% of the number of the Company's Common Stock shares allocated to his or her account, less any shares previously diversified. In the sixth year, the percentage changes to 50%.

Put Option

Under IRC regulations, the Company Stock that is held by the Plan and its participants and is not readily tradable on an established market will be subject to a put option provided that at such time the Company is not an S corporation. The put option is exercisable by the participant or beneficiary and provides that for a period of 60 days after such shares are distributed; the Company has the obligation to purchase such shares at fair market value as determined pursuant to the Plan's agreement. If not exercised, an additional 60-day exercise period may be available in the following Plan year pursuant to the Plan's agreement. The purpose of the put option is to ensure that participants have the ability to ultimately obtain cash.

Administrative Expenses

As provided in the Plan's agreement, administrative expenses may be paid either by the Plan or by the Company. For the year ended December 31, 2024, the Company paid all expenses for the Plan.

Participant Accounts

The Plan is a defined contribution plan under which a separate individual account is established for each participant. Each participant's account is credited as of the last day of each plan year with an allocation of shares of the Company's Common Stock released by the trustee from the unallocated account and forfeitures of terminated participants' nonvested accounts. Allocations are based on a participant's eligible compensation, relative to total eligible compensation. Plan earnings are allocated to each participant's account based on the ratio of the participant's account balance.

NOTE 2 – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of Accounting

The financial statements of the Plan are prepared in accordance with accounting principles generally accepted in the United States of America ("GAAP").

Use of Estimates

The preparation of financial statements in conformity with GAAP requires the Plan's administrator and the Company to make estimates that affect certain reported amounts of net assets available for plan benefits and changes therein and disclosure of contingent assets and liabilities. Actual results could differ from those estimates.

Income Recognition

The shares of the Company's Common Stock are reported at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. (See Note 5 for a discussion of the fair value measurements).

Investment transactions are recorded on a trade-date basis. No realized gains and losses were recognized for the year ended December 31, 2024.

Allocations

The financial statements of the Plan present separately the assets and liabilities and changes therein pertaining to (a) the accounts of employees with rights in allocated stock and (b) stock not yet allocated to employees, including shares that are committed to be released. Shares are released from collateral and become allocated generally in the period in which debt service is actually paid.

Benefit Payments

The Plan records benefit payments to withdrawing participants when paid.

Subsequent Events

In preparing these financial statements, the Plan has evaluated events and transactions for potential recognition or disclosure through October 10, 2025, the date the financial statements were available to be issued and determined there have been no events occurring through that date requiring disclosure.

NOTE 3 – INCOME TAX STATUS

The Internal Revenue Service ("IRS") has determined and informed the Plan's administrator, by a letter dated March 8, 2018, that the Plan and related trust are designed in accordance with applicable sections of the IRC. The Plan's administrator and the Plan's management believe that the Plan was designed and is currently being operated in compliance with the applicable requirements of the IRC and the Plan and related trust continue to be tax-exempt. Therefore, no provision for income tax has been included in the financial statements.

GAAP require the Plan's management to evaluate tax positions taken by the Plan and recognize a tax liability (or asset) if the Plan has taken an uncertain position that more likely than not would not be sustained upon examination by the IRS. The Plan's administrator has analyzed the tax positions taken by the Plan, and has concluded that as of December 31, 2024 and 2023, there are no uncertain positions taken or expected to be taken that would require recognition of a liability (or asset) or disclosure in the financial statements. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

NOTE 4 – PLAN TERMINATION

The Company reserves the right to terminate the Plan at any time, subject to the Plan's provisions. Upon such termination of the Plan, the interest of each participant in the trust fund will be distributed to such participant or his or her beneficiary at the time prescribed by the Plan terms and the IRC. Upon termination of the Plan, the Plan's administrator should direct the trustee to pay all liabilities and expenses of the trust fund and to sell shares of financed Common Stock held in the loan suspense account to the extent it determines such sale to be necessary in order to repay the loan.

NOTE 5 – FAIR VALUE MEASUREMENTS

Investments are stated at fair value. Financial Accounting Standards Board ("FASB") Accounting Standards Codification ("ASC") 820, Fair Value Measurements and Disclosures, provides the framework for measuring fair value. That framework provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1 measurements) and the lowest priority to unobservable inputs (Level 3 measurements). The three levels of the fair value hierarchy under FASB ASC 820 are described as follows:

Level 1 - Inputs to the valuation methodology are unadjusted quoted prices for identical assets or liabilities in active markets;

(Continued)

NOTE 5 – FAIR VALUE MEASUREMENTS (Continued)

Level 2 - Inputs to the valuation methodology are other than quoted prices in active markets, which are either directly or indirectly observable as of the reporting date, and fair value can be determined through the use of models or other valuation methodologies; and

Level 3 - Inputs to the valuation methodology are unobservable and significant to the fair value measurement.

The asset or liability's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. The following is a description of the valuation methodologies used for assets measured at fair value, including the general classification of such instruments pursuant to the valuation hierarchy. There have been no changes in the methodologies used at December 31, 2024 and 2023.

Common Stock – The fair value of the Company's Common Stock held by the Plan is valued at fair value based upon an independent appraisal. This appraisal was based upon a combination of the market and income valuation techniques consistent with prior years. The appraiser took into account historical and projected cash flow, net income, return on assets, return on equity, market comparables, and estimated fair value of Company assets and liabilities. The Plan's management has concluded that a market participant would also recognize a discount for lack of marketability. The valuation process involves the trustee's selection of an independent appraiser. The Plan's management accumulates the data for the appraiser from audited financial statements of the Company. The appraiser prepares a preliminary report which the trustee, along with the ESOP trustee, reviews in detail, discusses, and approves.

The preceding methods described may produce a fair value calculation that may not be indicative of net realizable value or reflective of future fair values. Furthermore, although the Plan believes its valuation methods are appropriate and consistent with other market participants, the use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in a different fair value measurement at the reporting date. The following sets forth by level within the fair value hierarchy the Plan's assets accounted for at fair value on a recurring basis as of December 31:

				2024
	Level 1	Level 2	Level 3	Total
Common Stock	$ -	$ -	$77,165,931	$77,165,931
Total Assets at Fair Value	$ -	$ -	$77,165,931	$77,165,931

(Continued)

NOTE 5 – FAIR VALUE MEASUREMENTS (Continued)

				2023
	Level 1	Level 2	Level 3	Total
Common Stock	$ -	$ -	$59,025,204	$59,025,204
Total Assets at Fair Value	$ -	$ -	$59,025,204	$59,025,204

The following table reconciles the beginning and ending balances of fair value measurements using significant unobservable inputs (Level 3) of the investment in Common Stock for the year ended December 31:

Fair value at January 1, 2024	$59,025,204
Unrealized appreciation related to Company common stock held at reporting date	18,140,727
Fair Value at December 31, 2024	$77,165,931

The unrealized appreciation related to the Company's Common Stock is included in changes in net assets for the year ended December 31, 2024, and is reported in net appreciation in fair value of investments in the Statement of Changes in Net Assets Available for Plan Benefits. The amount of total unrealized gains for the year ending relates to assets still held at December 31, 2024. Following is a description of the valuation methodologies used for assets measured at fair value. The Company's Common Stock held by the Plan is reported at fair value based upon an appraisal.

This appraisal was based upon a combination of the market and income valuation techniques as illustrated in the tables below for the years ended December 31, 2024 and 2023, respectively:

Instrument	**December 31, 2024 Fair Value**	**Principal Valuation Technique**	**Unobservable Inputs**
Venture Construction Company Stock	$77,165,931	Income	EBITDA, Net Income, Weight average cost of capital, Discount rate, Discount for lack of marketability
		Market	Public comparables, revenue multiple, EBITDA multiple, Discount for lack of marketability

(Continued)

NOTE 5 – FAIR VALUE MEASUREMENTS (Continued)

Instrument	December 31, 2023 Fair Value	Principal Valuation Technique	Unobservable Inputs
Venture Construction Company Stock	$59,025,204	Income	EBITDA, Net Income, Weight average cost of capital, Discount rate, Discount for lack of marketability
		Market	Public comparables, revenue multiple, EBITDA multiple, Discount for lack of marketability

NOTE 6 – RISKS AND UNCERTAINTIES

The Plan investments consist primarily of the Company's Common Stock, which is exposed to various risks such as interest rate, market, and credit risks, as well as valuation assumptions based on earnings, cash flows, and/or other such techniques. Due to the level of risk associated with the investment in the Common Stock and to uncertainties inherent in the estimations and assumptions process, it is at least reasonably possible that changes in the value of the Common Stock will occur in the near term and that such changes could materially affect the amounts reported in the Statements of Net Assets Available for Plan Benefits.

NOTE 7 –PARTY-IN-INTEREST TRANSACTIONS

GreatBanc, the trustee of the Plan, performs certain plan administration functions and, therefore, these transactions qualify as party-in-interest transactions.

The investments in Common Stock are common shares of the Plan sponsor and, therefore, these transactions qualify as party-in-interest transactions and are denoted as such on the supplemental Schedule of Assets Held for Investment Purposes at End of Year.

NOTE 8 – RELATED PARTY PROMISSORY NOTES

On December 31, 2015, the trust under the Plan entered into notes payable with the Company's stockholders ("the Seller Notes") in the amount of $7,050,000 for the purchase of the Company's Common Stock. In exchange for the Seller Notes, the Plan purchased 512,016 shares of the voting Common Stock of the Company. The purchase price was paid by the delivery of promissory notes to the selling stockholders.

(Continued)

NOTE 8 – RELATED PARTY PROMISSORY NOTES (Continued)

The Seller Notes bear interest at 4% per annum and mature on December 31, 2045. They are payable in equal annual principal installments of $226,667 plus accrued interest beginning December 31, 2016. The Seller Notes are guaranteed by the Company and are collateralized by the Common Stock owned. The Company may make annual contributions to the Plan as determined by the Company's Board of Directors. It is expected that the annual contributions will equal the Plan's debt service less dividends received by the Plan. All dividends received by the Plan are used to pay debt service. The Plan shares initially are pledged as collateral for its debt. As the debt is repaid, shares will be released from collateral and allocated to active employees, based on the proportion of debt service paid in the year. On January 6, 2016, the Company assumed the obligation to pay the Seller Notes. As such, the Company executed refinanced (external) notes in favor of each seller in the amount of the Seller Notes. This assumption and refinancing of the Seller Notes released the Plan from all obligations under the Seller Notes. As a result of this refinancing addition, employer contributions in the amount of $4,623 were contributed to the Plan and recorded within employer contributions within the Statement of Changes in Net Assets Available for Plan Benefits during the year ended December 31, 2016.

Also on January 6, 2016, the Plan entered into an internal financing agreement ESOP loan and pledge agreement with the Company for $7,050,000 in accordance with the assumption agreement dated December 31, 2015. The internal loan constitutes an "exempt loan" within the meaning of Section 4975 (d)(3) of the IRC. The loan is collateralized by 512,016 shares of the voting common shares of the Company and is payable in 30 annual principal installments of $226,666 with an interest rate of 2.61%. The internal loan shall be payable from cash contributions made to the Plan from the Company. Future minimum principal payments at December 31 are as follows:

2025	$ 226,667
2026	226,667
2027	226,667
2028	226,667
2029	226,667
Thereafter	3,626,665
Total	$4,760,000

Shares of stock pledged as collateral are released from the lien in proportion to payments of principal and interest made on the note. During the year ended December 31, 2024, 18,594 shares were released.

NOTE 9 – RECONCILIATION OF FINANCIAL STATEMENT TO FORM 5500

The following is a reconciliation of the net assets available for plan benefits and the change in the net assets available for plan benefits per the financial statements at December 31, 2024 to Form 5500:

	2024
Net assets available for plan benefits per the financial statements	**$ 72,461,153**
Employer receivable	**2,605,088**
Net assets available for plan benefits per Form 5500	**$ 75,066,241**
Net increase in net assets available for plan benefits per the financial statements	**$ 16,912,641**
Change in adjustment for employer contributions receivable	**2,605,088**
Net increase in net assets available for plan benefits per Form 5500	**$ 19,517,729**

VENTURE CONSTRUCTION COMPANY EMPLOYEE STOCK OWNERSHIP PLAN
SCHEDULE H, LINE 4(i) - SCHEDULE OF ASSETS HELD FOR
INVESTMENT PURPOSES AT END OF YEAR
December 31, 2024
Employer I.D. # 58-2452461
Plan number 002

(a) Party-in-interest	(b) Identity of issuer, borrower, lessor, or similar party	(c) Description of investment	(d) Cost	(e) Current value
*	Venture Construction Company	512,016 Shares	$7,050,000	$77,165,931

* Represents a party-in-interest to the Plan as defined by ERISA

This supplementary information should be read only in connection with the accompanying independent auditors' report.

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

Name of Plan:

► Venture Construction Company ESOP

Employer Identification Number:►	58-1077028		
For plan year (beginning/ending):►	1/1/24-12/31/24	Plan number:►	002

(a)	**(b)** Identity of issue, borrower, lessor, or similar party	**(c)** Description of investment including maturity date, rate of interest, collateral, par or maturity value	**(d)** Cost	**(e)** Current value
*	Venture Construction Company ESOP	Common Stock: 512,016 Shares	$7,050,000	$77,165,932