

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

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.

Department of Labor Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

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, a single-employer plan, a DFE, the first return/report, the final return/report, an amended return/report, a short plan year return/report.
B This return/report is: the first return/report, the final return/report, an amended return/report, a short plan year return/report.
C If the plan is a collectively-bargained plan, check here.
D Check box if filing under: Form 5558, automatic extension, the DFVC program, special extension.
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: LANGAN ENGINEERING & ENVIRONMENTAL SERVICES SALARY SAVINGS PLAN & TRUST
1b Three-digit plan number (PN): 001
1c Effective date of plan: 04/01/1982
2a Plan sponsor's name (employer, if for a single-employer plan): LANGAN LLC
2b Employer Identification Number (EIN): 93-4288831
2c Plan Sponsor's telephone number: 973-560-4900
2d Business code (see instructions): 541330

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

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

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

3a Plan administrator's name and address <input checked="" type="checkbox"/> Same as Plan Sponsor	3b Administrator's EIN	
	3c Administrator's telephone number	
4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report: a Sponsor's name c Plan Name	4b EIN	
	4d PN	
5 Total number of participants at the beginning of the plan year	5	2246
6 Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines 6a(1) , 6a(2) , 6b , 6c , and 6d). a(1) Total number of active participants at the beginning of the plan year a(2) Total number of active participants at the end of the plan year b Retired or separated participants receiving benefits..... c Other retired or separated participants entitled to future benefits d Subtotal. Add lines 6a(2) , 6b , and 6c e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits. f Total. Add lines 6d and 6e g(1) Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item) g(2) Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item) h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested.....	6a(1)	1632
	6a(2)	1760
	6b	14
	6c	657
	6d	2431
	6e	5
	6f	2436
	6g(1)	2232
6g(2)	2403	
6h	181	
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 2F 2G 2J 2K 2S 2T 3D

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

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

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

a Pension Schedules

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

b General Schedules

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

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

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

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

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

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

Receipt Confirmation Code _____

SCHEDULE C (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	Service Provider Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ File as an attachment to Form 5500.	<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 LANGAN ENGINEERING & ENVIRONMENTAL SERVICES SALARY SAVINGS PLAN & TRUST	B Three-digit plan number (PN) ▶	001
C Plan sponsor's name as shown on line 2a of Form 5500 LANGAN LLC	D Employer Identification Number (EIN) 93-4288831	

Part I Service Provider Information (see instructions)

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

1 Information on Persons Receiving Only Eligible Indirect Compensation

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

b If you answered line 1a "Yes," enter the name and EIN or address of each person providing the required disclosures for the service providers who received only eligible indirect compensation. Complete as many entries as needed (see instructions).

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

THE VANGUARD GROUP, INC.

23-1945930

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

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(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

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

THE VANGUARD GROUP, INC.

23-1945930

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
15 16 25 37 38 52 99	NONE	158423	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	0	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>

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

NEWPORT CAPITAL GROUP

37-6572947

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
26	NONE	104594	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

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

VANGUARD ADVISERS INC.

23-2811930

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
26	NONE	43865	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

Part I Service Provider Information (continued)

3. If you reported on line 2 receipt of indirect compensation, other than eligible indirect compensation, by a service provider, and the service provider is a fiduciary or provides contract administrator, consulting, custodial, investment advisory, investment management, broker, or recordkeeping services, answer the following questions for (a) each source from whom the service provider received \$1,000 or more in indirect compensation and (b) each source for whom the service provider gave you a formula used to determine the indirect compensation instead of an amount or estimated amount of the indirect compensation. Complete as many entries as needed to report the required information for each source.

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
THE VANGUARD GROUP, INC.	99	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
PGIM INVESTMENTS LLC 22-3468527	10 BPS	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	

Part II Service Providers Who Fail or Refuse to Provide Information

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

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

Part III Termination Information on Accountants and Enrolled Actuaries (see instructions)
(complete as many entries as needed)

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

SCHEDULE D (Form 5500) <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>LANGAN ENGINEERING & ENVIRONMENTAL SERVICES SALARY SAVINGS PLAN & TRUST</u>	B Three-digit plan number (PN)	<u>001</u>
C Plan or DFE sponsor's name as shown on line 2a of Form 5500 <u>LANGAN LLC</u>	D Employer Identification Number (EIN) <u>93-4288831</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>VFTC RETIREMENT SAVINGS TRUST III</u>		
b Name of sponsor of entity listed in (a): <u>VANGUARD FIDUCIARY TRUST COMPANY</u>		
c EIN-PN <u>38-7041744-024</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>8360179</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)
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a Name of MTIA, CCT, PSA, or 103-12 IE:

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
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SCHEDULE H (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	Financial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500.	<small>OMB No. 1210-0110</small> 2024 This Form is Open to Public Inspection
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For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024	
A Name of plan LANGAN ENGINEERING & ENVIRONMENTAL SERVICES SALARY SAVINGS PLAN & TRUST	B Three-digit plan number (PN) ▶ 001
C Plan sponsor's name as shown on line 2a of Form 5500 LANGAN LLC	D Employer Identification Number (EIN) 93-4288831

Part I	Asset and Liability Statement
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1 Current value of plan assets and liabilities at the beginning and end of the plan year. Combine the value of plan assets held in more than one trust. Report the value of the plan's interest in a commingled fund containing the assets of more than one plan on a line-by-line basis unless the value is reportable on lines 1c(9) through 1c(14). Do not enter the value of that portion of an insurance contract which guarantees, during this plan year, to pay a specific dollar benefit at a future date. **Round off amounts to the nearest dollar.** MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 1b(1), 1b(2), 1c(8), 1g, 1h, and 1i. CCTs, PSAs, and 103-12 IEs also do not complete lines 1d and 1e. See instructions.

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)	
(2) Participant contributions	1b(2)	
(3) Other	1b(3)	
c General investments:		
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)	
(2) U.S. Government securities	1c(2)	
(3) Corporate debt instruments (other than employer securities):		
(A) Preferred	1c(3)(A)	
(B) All other	1c(3)(B)	
(4) Corporate stocks (other than employer securities):		
(A) Preferred	1c(4)(A)	
(B) Common	1c(4)(B)	
(5) Partnership/joint venture interests	1c(5)	
(6) Real estate (other than employer real property)	1c(6)	
(7) Loans (other than to participants)	1c(7)	
(8) Participant loans	1c(8)	1299737
(9) Value of interest in common/collective trusts	1c(9)	8853508
(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)	272685925
(14) Value of funds held in insurance company general account (unallocated contracts).....	1c(14)	1613769
(15) Other.....	1c(15)	8360179

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	282839170	333302797
Liabilities			
g Benefit claims payable.....	1g		
h Operating payables.....	1h		
i Acquisition indebtedness.....	1i		
j Other liabilities.....	1j		
k Total liabilities (add all amounts in lines 1g through 1j).....	1k	0	0
Net Assets			
l Net assets (subtract line 1k from line 1f).....	1l	282839170	333302797

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)	4607173	
(B) Participants.....	2a(1)(B)	17513257	
(C) Others (including rollovers).....	2a(1)(C)	3457494	
(2) Noncash contributions.....	2a(2)		
(3) Total contributions. Add lines 2a(1)(A) , (B) , (C) , and line 2a(2)	2a(3)		25577924
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)	108346	
(F) Other.....	2b(1)(F)		
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		108346
(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)	12476771	
(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)		12476771
(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)		209292
(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)		29012661
c Other income	2c		5274
d Total income. Add all income amounts in column (b) and enter total	2d		67390268

Expenses

e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	16609380	
(2) To insurance carriers for the provision of benefits	2e(2)		
(3) Other	2e(3)	129	
(4) Total benefit payments. Add lines 2e(1) through (3)	2e(4)		16609509
f Corrective distributions (see instructions)	2f		12346
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)	304786	
(12) Total administrative expenses. Add lines 2i(1) through (11)	2i(12)		304786
j Total expenses. Add all expense amounts in column (b) and enter total	2j		16926641

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d	2k		50463627
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) 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: **WISS & COMPANY LLP**

(2) EIN: **22-1732349**

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		3000000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?		X	
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?		X	
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?		X	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	X		
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)		X	
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?		X	
l Has the plan failed to provide any benefit when due under the plan?		X	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)		X	
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.			

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

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

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

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

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

SCHEDULE R (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	Retirement Plan Information This schedule is required to be filed under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110 2024 This Form is Open to Public Inspection.
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For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024

A Name of plan <u>LANGAN ENGINEERING & ENVIRONMENTAL SERVICES SALARY SAVINGS PLAN & TRUST</u>	B Three-digit plan number (PN) ▶	<u>001</u>
C Plan sponsor's name as shown on line 2a of Form 5500 <u>LANGAN LLC</u>	D Employer Identification Number (EIN) <u>93-4288831</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	
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): <u>23-2186884</u>		
Profit-sharing plans, ESOPs, and stock bonus plans, skip line 3.		
3 Number of participants (living or deceased) whose benefits were distributed in a single sum, during the plan year	3	

Part II	Funding Information (If the plan is not subject to the minimum funding requirements of section 412 of the Internal Revenue Code or ERISA section 302, skip this Part.)
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4 Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)?	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> N/A
If the plan is a defined benefit plan, go to line 8.			
5 If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instructions and enter the date of the ruling letter granting the waiver. Date: Month _____ Day _____ Year _____ If you completed line 5, complete lines 3, 9, and 10 of Schedule MB and do not complete the remainder of this schedule.			
6 a Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived)	6a		
b Enter the amount contributed by the employer to the plan for this plan year	6b		
c Subtract the amount in line 6b from the amount in line 6a. Enter the result (enter a minus sign to the left of a negative amount).....	6c		
If you completed line 6c, skip lines 8 and 9.			
7 Will the minimum funding amount reported on line 6c be met by the funding deadline?.....	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> N/A
8 If a change in actuarial cost method was made for this plan year pursuant to a revenue procedure or other authority providing automatic approval for the change or a class ruling letter, does the plan sponsor or plan administrator agree with the change?	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> N/A

Part III	Amendments
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9 If this is a defined benefit pension plan, were any amendments adopted during this plan year that increased or decreased the value of benefits? If yes, check the appropriate box. If no, check the "No" box.....	<input type="checkbox"/> Increase	<input type="checkbox"/> Decrease	<input type="checkbox"/> Both	<input type="checkbox"/> No
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Part IV	ESOPs (see instructions). If this is not a plan described under section 409(a) or 4975(e)(7) of the Internal Revenue Code, skip this Part.
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10 Were unallocated employer securities or proceeds from the sale of unallocated securities used to repay any exempt loan?	<input type="checkbox"/> Yes	<input type="checkbox"/> No
11 a Does the ESOP hold any preferred stock?	<input type="checkbox"/> Yes	<input type="checkbox"/> No
b If the ESOP has an outstanding exempt loan with the employer as lender, is such loan part of a "back-to-back" loan? (See instructions for definition of "back-to-back" loan.)	<input type="checkbox"/> Yes	<input type="checkbox"/> No
12 Does the ESOP hold any stock that is not readily tradable on an established securities market?	<input type="checkbox"/> Yes	<input type="checkbox"/> No

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

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

a Name of contributing employer _____

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

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

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

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

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

a Name of contributing employer _____

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

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

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

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

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

a Name of contributing employer _____

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

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

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

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

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

a Name of contributing employer _____

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

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

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

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

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

a Name of contributing employer _____

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

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

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

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

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

a Name of contributing employer _____

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Part VII IRS Compliance Questions

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

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

22 If the plan sponsor is an adopter of a pre-approved plan that received a favorable IRS Opinion Letter, enter the date of the Opinion Letter 06 / 30 / 2020 (MM/DD/YYYY) and the Opinion Letter serial number Q703218A.



**LANGAN ENGINEERING &
ENVIRONMENTAL SERVICES
SALARY SAVINGS PLAN & TRUST**

**FINANCIAL REPORT
DECEMBER 31, 2024**



Wiss & Company, LLP
100 Campus Drive, Suite 400
Florham Park, NJ 07932
(973) 994-9400 • wiss.com

INDEPENDENT AUDITORS' REPORT

To the Trustees of
Langan Engineering & Environmental Services
Salary Savings Plan & Trust

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

We have performed audits of the accompanying financial statements of Langan Engineering & Environmental Services Salary Savings Plan & Trust (the "Plan"), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 ("ERISA"), as permitted by ERISA Section 103(a)(3)(C) [ERISA Section 103(a)(3)(C) audit]. The financial statements comprise the statements of net assets available for benefits as of December 31, 2024 and 2023, and the related statement of changes in net assets available for benefits for the year ended December 31, 2024, and the related notes to the financial statements.

Management, having determined it is permissible in the circumstances, has elected to have the audits of the Plan's financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's Rules ("DOL") 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 December 31, 2024 and 2023, and for the year ended December 31, 2024, stating that the certified investment information, as described in Note 3 to the financial statements, is complete and accurate.

Opinion

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

- the amounts and disclosures in the accompanying financial statements, other than those agreed to or derived from the certified investment information, are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America.
- the information in the accompanying financial statements related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

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 Audit of the Financial Statements section of our report. We are required to be independent of Langan Engineering & Environmental Services Salary Savings Plan & Trust and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our ERISA Section 103(a)(3)(C) audit opinion.

Responsibilities of Management for the Financial Statements

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

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

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

Auditors' Responsibilities for the Audit of the Financial Statements

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 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 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 Langan Engineering & Environmental Services Salary Savings Plan & Trust'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 Langan Engineering & Environmental Services Salary Savings Plan & Trust'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 accounting principles generally accepted in the United States of America.

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

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

Other Matter – Supplemental Schedule Required by ERISA

The supplemental schedule of Schedule H, Part IV, Line 4i - Schedule of Assets (Held At End of Year) as of December 31, 2024, is presented for purposes of additional analysis and is not a required part of the financial statements but is supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedule, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS. For information included in the supplemental schedule that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

In forming our opinion on the supplemental schedule, we evaluated whether the supplemental schedule, other than the information agreed to or derived from the certified investment information, including its form and content, is presented in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

In our opinion:

- the form and content of the supplemental schedule, other than the information in the supplemental schedule that agreed to or is derived from the certified investment information, is presented, in all material respects, in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.
- the information in the supplemental schedule related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Wiss & Company

WISS & COMPANY, LLP

Florham Park, New Jersey
October 15, 2025

**LANGAN ENGINEERING & ENVIRONMENTAL SERVICES
SALARY SAVINGS PLAN & TRUST**

STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS

	December 31,	
ASSETS	2024	2023
Investments, at fair value:		
Mutual funds	\$ 323,328,849	\$ 272,685,925
Common collective trust	8,360,179	8,853,508
Total investments	331,689,028	281,539,433
Notes receivable from participants	1,613,769	1,299,737
NET ASSETS AVAILABLE FOR BENEFITS	\$ 333,302,797	\$ 282,839,170

See accompanying notes to financial statements.

**LANGAN ENGINEERING & ENVIRONMENTAL SERVICES
SALARY SAVINGS PLAN & TRUST**

STATEMENT OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS

YEAR ENDED DECEMBER 31, 2024

ADDITIONS TO NET ASSETS ATTRIBUTED TO:

Investment income:

Net appreciation in fair value of investments	\$ 29,017,935	
Interest and dividend income	<u>12,686,063</u>	
		\$ 41,703,998

Interest income, notes receivable from participants		108,346
---	--	---------

Contributions:

Participants	17,513,257	
Employer	4,607,173	
Rollovers	<u>3,457,494</u>	
		<u>25,577,924</u>

Total Additions		67,390,268
-----------------	--	------------

DEDUCTIONS FROM NET ASSETS ATTRIBUTED TO:

Benefits paid to participants	16,447,091	
Deemed distributions	174,764	
Administrative expenses	<u>304,786</u>	
Total Deductions		<u>16,926,641</u>

NET INCREASE		50,463,627
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NET ASSETS AVAILABLE FOR BENEFITS:

Beginning of year		<u>282,839,170</u>
End of year		<u>\$ 333,302,797</u>

See accompanying notes to financial statements.

**LANGAN ENGINEERING & ENVIRONMENTAL SERVICES
SALARY SAVINGS PLAN & TRUST**

NOTES TO FINANCIAL STATEMENTS

Note 1 - Description of the Plan:

The following description of the Langan Engineering & Environmental Services Salary Savings Plan & Trust (the “Plan”) is provided for general information purposes only. Participants should refer to the Plan document for a more complete description of the Plan’s provisions.

General - The Plan is a defined contribution plan covering substantially all employees of Langan, LLC (formerly Langan Engineering, Environmental, Surveying, Landscape Architecture and Geology, D.P.C.) (the “Company” and “Plan Sponsor”) and Subsidiaries. Effective February 12, 2024, the Plan was amended to include service credit for employees of predecessor employers acquired by the Company, including JPH Land Surveying, Inc. and, effective November 20, 2024, Navix Engineering, LLC. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA).

Plan Administration - The Plan is administered by the Plan Sponsor. The Plan’s assets are held by Vanguard Fiduciary Trust Company (the “Trustee”), who is responsible for the custody and management of the Plan’s assets.

Eligibility - An employee is covered by the Plan if he or she is classified as full-time regular or part-time regular, unless he or she is a union employee to whom coverage has been extended, and must reach the age of 18 before being eligible to participate in the Plan. A covered employee may begin making contributions under the Plan upon their hire, and may concurrently receive employer matching contributions subject to the Plan’s vesting provisions. Covered employees may receive profit-sharing contributions after completing one full year of service.

Contributions - Participants may make contributions to the plan up to the Internal Revenue Code (“IRC”) limits on a tax deferred basis and/or as a Roth deferral. A participant may contribute from 1% to 50% of their compensation in 1% increments. Participants may also make nondeductible employee contributions in an amount up to 10% of their compensation. Participants may also make rollover contributions to the plan from another qualified plan or individual retirement account.

The Company may make both employer discretionary profit-sharing contributions and employer matching contributions. For the year ended December 31, 2024, the Company’s matching contribution was equal to 50% of a participant’s tax deferred contribution up to 6% of compensation. In 2024, the Company made matching contributions to the Plan of \$4,607,173. Employer discretionary profit-sharing contributions are made at the discretion of the Company and are allocated based on the ratio of the participant’s eligible compensation to the total of such compensation of all eligible participants. For the year ended December 31, 2024, the Company did not make a discretionary profit-sharing contribution.

Automatic Enrollment - Eligible employees hired on or after May 1, 2014 are automatically enrolled in the Plan and deemed to have elected a pre-tax contribution of 6% of their Plan Compensation and a default investment in Vanguard Target Retirement Funds in the absence of an affirmative election to the contrary.

All eligible new employees who are automatically enrolled in the Plan will receive an automatic increase in their deferral contribution rate of 1% of Plan Compensation, to a maximum of 15%, every year on the anniversary of the participant’s enrollment in the automatic feature, unless the participant selects otherwise.

Participant Accounts - Each participant’s account is credited with the participant’s contribution and allocations of (a) the Company’s contributions and (b) Plan earnings, and (c) charged with an allocation of administrative expenses. Allocations are based on participant earnings or account balances, as defined. The benefit to which a participant is entitled is the benefit that can be provided from the participant’s vested account.

**LANGAN ENGINEERING & ENVIRONMENTAL SERVICES
SALARY SAVINGS PLAN & TRUST**

NOTES TO FINANCIAL STATEMENTS

Vesting - A participant is always 100 percent vested in the value of his or her account resulting from participant contributions. Any employee hired on or after July 1, 2017 receives matching contributions that are vested over a 5-year graded schedule where a participant becomes 20% vested after one year of service and vests an additional 20% for every subsequent year of service until becoming fully vested after 5 years of service. If a participant leaves the Plan prior to completing 5 full years of service, a portion of their employer contributions will be forfeited back to the Plan. These employees will also be 100% vested in employer profit-sharing contributions immediately.

Any employee hired prior to July 1, 2017 will be grandfathered with the previous Plan vesting schedules. These participants become fully vested in matching contributions after completing one full year of service and employer discretionary profit-sharing contributions are vested over a 6-year graded schedule where a participant becomes 20% vested after 2 years of service and vests an additional 20% for every subsequent year of service until becoming fully vested after 6 years of service.

Payment of Benefits - On termination of service due to death, disability, or retirement, a participant (or participant's beneficiary in the event of death) may elect to receive an amount equal to the value of the participant's vested interest in his or her account in a lump-sum payment, or in equal monthly installments over a period not exceeding the shorter of fifteen years or his or her life expectancy. For termination of service due to other reasons, a participant may receive the value of the vested interest in his or her account as a lump-sum distribution. The Plan will automatically distribute balances between \$1,000 and \$5,000 to an individual retirement account for any eligible participant if they do not consent to a distribution in a timely manner. Accounts with balances of \$1,000 or less will be distributed directly to the participant in a lump-sum payment.

Forfeitures - Forfeitures are created when participants terminate employment before becoming entitled to their full benefits under the Plan. Forfeitures due to matching and profit-sharing contributions will be used to reduce future administrative expenses or the Company's discretionary profit-sharing or matching contributions to the Plan. The Company utilized \$522,199 of forfeited non-vested accounts to reduce the matching contribution for 2024. The forfeiture balance at December 31, 2024 and 2023 was \$202,140 and \$425,593, respectively.

Note 2 - Summary of Significant Accounting Policies:

Basis of Accounting - The accompanying financial statements are prepared on the accrual basis of accounting.

Use of Estimates - The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires the Plan's management to use estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of additions to and deductions in net assets available for benefits during the reporting period. Actual results, as determined at a later date, could differ from those estimates.

Investment Valuation and Income Recognition - Investments are reported at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. The Plan's Investment Committee determines the Plan's valuation policies utilizing information provided by the investment advisors, trustee and insurance company. See Note 4 for a discussion of fair value measurements.

**LANGAN ENGINEERING & ENVIRONMENTAL SERVICES
SALARY SAVINGS PLAN & TRUST**

NOTES TO FINANCIAL STATEMENTS

Purchases and sales of securities are recorded on a trade-date basis. Interest income is recorded on the accrual basis. Dividends are recorded on the ex-dividend date. Net appreciation includes the plan's gains and losses on investments bought and sold as well as held during the year.

Notes Receivable from Participants - Notes receivable from participants are measured at their unpaid principal balance plus any accrued but unpaid interest. Interest income is recorded on the accrual basis. Related fees are recorded as administrative expenses and are expensed when they are incurred. If a participant ceases to make loan repayments and the plan administrator deems the participant loan to be in default, the participant loan balance is reduced and a benefit payment is recorded.

Administrative Expenses - Certain expenses of maintaining the Plan are paid directly by the Company and are excluded from these financial statements. For the year ended December 31, 2024, administrative fees, investment advisory fees and fees related to the administration of distributions and notes receivable from participants, which are charged directly to the participant's account, are included in administrative expenses. Investment related expenses are included in net appreciation of fair value of investments.

Payment of Benefits - Benefits are recorded when paid.

In-Service Withdrawals - A participant may make a withdrawal from his or her vested account balance while still employed if he or she meets the requirements set forth in the Plan. The Plan provisions control the amount that may be withdrawn.

The amount of any taxable withdrawal that is not rolled into an Individual Retirement Account or another qualified employer retirement plan will be subject to Federal and state income taxes. A 10% IRC early withdrawal penalty tax may apply to the amount of the withdrawal if the participant is under the age of 59 ½ and does not meet one of the IRC exceptions.

Hardship Withdrawals - The Plan provides for hardship withdrawals from participants' vested balances, not to exceed an amount required to meet an immediate need created by hardship, and then only to the extent that such immediate need cannot be satisfied by other sources reasonably available to the participant. Permissible circumstances for hardship withdrawals include medical expenses, purchase of a home, tuition payments, amounts necessary to prevent eviction from the participants' personal residence, and such other circumstances as the Plan Administrator may determine in accordance with Internal Revenue Service ("IRS") rules and regulations.

Note 3 - Certified Investment Information:

The Plan Administrator has elected the method of annual reporting compliance permitted by 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 Disclosures under ERISA. Accordingly, the Trustee, a qualified institution, has certified that the following investment information included in the accompanying financial statements and ERISA-required supplemental schedule is complete and accurate:

- a) Investments, as shown in the Statements of Net Assets Available for Benefits as of December 31, 2024 and 2023.
- b) Investment income, as shown in the Statement of Changes in Net Assets Available for Benefits for the year ended December 31, 2024.
- c) Investment information included in the Schedule H, Part IV, Line 4i - Schedule of Assets (Held at End of Year), as of December 31, 2024, as shown on the ERISA-required supplemental schedule of assets (held at end of year).

**LANGAN ENGINEERING & ENVIRONMENTAL SERVICES
SALARY SAVINGS PLAN & TRUST**

NOTES TO FINANCIAL STATEMENTS

At the request of the Plan Administrator, the Plan's independent auditors did not perform auditing procedures with respect to this certified information, except for comparing such certified investment information to the related investment information included in the financial statements and ERISA-required supplemental schedule of assets (held at end of year).

Note 4 - Fair Value Measurements:

Financial Accounting Standards Board (FASB) Accounting Standards Codification (ASC) 820, Fair Value Measurements, establishes a framework for measuring fair value. That framework provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (level 1 measurements) and the lowest priority to unobservable inputs (level 3 measurements). The three levels of the fair value hierarchy 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 that the Plan has the ability to access.

Level 2 - Inputs to the valuation methodology include:

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

If the asset or liability has a specified contractual term, the level 2 input must be observed for substantially the full term of the asset or liability.

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. Valuation techniques used need to maximize the use of observable inputs and minimize the use of unobservable inputs.

Following is a description of the valuation methodologies used for assets measured at fair value. There have been no changes in the methodologies used at December 31, 2024 and 2023.

- *Mutual Funds* - Valued at the closing price in the active market in which the fund is traded.
- *Common Collective Trust* - Valued at net asset value per share/unit on the valuation date as reported in the audited financial statements. The net asset value is used as a practical expedient to estimate fair value. The underlying assets of the trust are normally valued based on their closing sales price or, in the absence of sales, at their reported bid price. (See Note 5).

The preceding methods 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.

**LANGAN ENGINEERING & ENVIRONMENTAL SERVICES
SALARY SAVINGS PLAN & TRUST**

NOTES TO FINANCIAL STATEMENTS

The following tables set forth by level, within the fair value hierarchy, the Plan's investments at fair value as of December 31, 2024 and 2023.

Investments at Fair Value as of December 31, 2024

	<i>Level 1</i>	<i>Level 2</i>	<i>Level 3</i>	<i>Total</i>
Mutual funds	\$ 323,328,849	\$ -	\$ -	\$ 323,328,849
Total investments in the fair value hierarchy	<u>\$ 323,328,849</u>	<u>\$ -</u>	<u>\$ -</u>	323,328,849
Investments measured at net asset value (a)				<u>8,360,179</u>
Total investments, at fair value				<u>\$ 331,689,028</u>

Investments at Fair Value as of December 31, 2023

	<i>Level 1</i>	<i>Level 2</i>	<i>Level 3</i>	<i>Total</i>
Mutual funds	\$ 272,685,925	\$ -	\$ -	\$ 272,685,925
Total investments in the fair value hierarchy	<u>\$ 272,685,925</u>	<u>\$ -</u>	<u>\$ -</u>	272,685,925
Investments measured at net asset value (a)				<u>8,853,508</u>
Total investments, at fair value				<u>\$ 281,539,433</u>

- (a) In accordance with Subtopic 820-10, certain investments that were measured at net asset value per share (or its equivalent) have not been classified in the fair value hierarchy. The fair value amounts presented in this table are intended to permit reconciliation of the fair value hierarchy to the line items presented in the Statements of Net Assets Available for Benefits.

Transfers Between Levels

The availability of observable market data is monitored to assess the appropriate classification of financial instruments within the fair value hierarchy. Changes in economic conditions or model-based valuation techniques may require the transfer of financial instruments from one fair value level to another. In such instances, the transfer is reported at the beginning of the reporting period. For the years ended December 31, 2024 and 2023 there were no significant transfers in or out of Levels 1, 2, or 3.

Note 5 - Common Collective Trust:

The Plan invests in investment contracts through its common collective trust (CCT). The CCT's fair value is a relevant measurement attribute. The CCT held by the Plan is a stable value investment which has an objective to preserve capital and to provide a competitive level of income over time that is consistent with the preservation of capital. To achieve this objective the fund invests primarily in insurance contracts and corporate and government agency bonds. Redemptions are allowed for participants daily, however, in the event of a complete redemption, the Plan is subject to a one-year redemption notice period which may be waived by the Trustee. There are no unfunded commitments at December 31, 2024 and 2023.

**LANGAN ENGINEERING & ENVIRONMENTAL SERVICES
SALARY SAVINGS PLAN & TRUST**

NOTES TO FINANCIAL STATEMENTS

Note 6 - Plan Termination:

Although it has not expressed any intent to do so, the Company has the right under the Plan to discontinue its contributions at any time and to terminate the Plan subject to the provisions of ERISA. In the event of Plan termination, participants' contributions remain fully vested and Company contributions, if any, become fully vested. Under no circumstances may the Company take ownership of any of the Plan's assets as a result of such termination.

Note 7 - Notes Receivable from Participants:

Participants may borrow from their accounts in accordance with the Plan loan provisions. Participants may obtain loans from the Plan in accordance with rules under the IRC, which state that a loan may be taken out at a minimum of \$1,000 and maximum of one-half of a participant's vested account balance, or \$50,000 whichever is less. The loans are secured by the balance in the participant's account and bear interest at a rate commensurate with local banks prevailing rates as determined quarterly by the Plan administrator and Plan document. The term of the loan may not exceed five years unless the loan is for the purchase of a participant's principal residence in which case the term would be ten years. Loans are generally payable through payroll deductions.

Note 8 - Tax Status:

The Plan was written on an IRS Non-Standardized Pre-Approved Document, which obtained its latest opinion letter on June 30, 2020, in which the IRS stated that Plan, as then designed, was in compliance with the applicable requirements of the IRC. The Plan has been amended since receiving the opinion letter. However, the Plan Administrator believes that the Plan is designed and is currently being operated in compliance with the applicable requirements of the IRC and therefore believes that the Plan is qualified, and the related trust is tax-exempt.

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

Note 9 - Risks and Uncertainties and Concentration of Investment Risk:

Investment securities, in general, are exposed to various risks, such as interest rate, credit and overall market volatility. Due to the level of risk associated with certain investment securities, it is reasonably possible that changes in the value of investment securities will occur in the near term and that such changes could materially affect participant's account balances and the amounts reported in the financial statements.

The Plan may invest in securities with contractual cash flows, such as asset backed securities, collateralized mortgage obligations and commercial mortgage backed securities, including securities backed by sub-prime mortgage loans. The value, liquidity and related income of these securities are sensitive to changes in economic conditions, including real estate value, delinquencies or defaults, or both, and may be adversely affected by shifts in the market's perception of the issuers and changes in interest rates.

The Plan's investment in one fund comprises 10% of total investments at December 31, 2024. There were no funds exceeding 10% of total investments at December 31, 2023.

**LANGAN ENGINEERING & ENVIRONMENTAL SERVICES
SALARY SAVINGS PLAN & TRUST**

NOTES TO FINANCIAL STATEMENTS

Note 10 - Parties-in-Interest:

Certain Plan investments are managed by the Trustee. Newport Capital Group (“Newport”) is the investment advisor. The Trustee and Newport provide administrative and investment services to the Plan and, therefore, these transactions qualify as party-in-interest. The fees paid by the Plan for the year ended December 31, 2024 were \$304,786.

Note 11 - Subsequent Events:

Effective February 14, 2025, the Plan was amended to include ATR Engineering, LLC as a participating employer under the Langan Engineering & Environmental Services Salary Savings Plan & Trust.

The Plan Administrator has reviewed and evaluated all events and transactions from December 31, 2024 through October 15, 2025, the date the financial statements were available to be issued. The effects of those events and transaction that provide additional pertinent information about conditions that existed at the Statements of Net Assets Available for Benefits date have been recognized in the accompanying financial statements.

**LANGAN ENGINEERING & ENVIRONMENTAL SERVICES
SALARY SAVINGS PLAN & TRUST**

SUPPLEMENTAL INFORMATION

**SCHEDULE H, PART IV, LINE 4i - SCHEDULE OF ASSETS (HELD AT END OF YEAR)
DECEMBER 31, 2024**

EIN: 93-4288831

PLAN NO: 001

(a)	(b) Identity of Issuer, Borrower, Lessor or Similar Party	(c) Description of Investment	(e) Fair Value
	<i>Mutual funds:</i>		
*	Vanguard	Vanguard Institutional Index Fund Institutional Shares	\$ 33,621,855
*	Vanguard	Vanguard Total Stock Market Index Fund Investor Shares	22,343,428
*	Vanguard	Vanguard Target Retirement 2055 Fund	21,462,850
*	Vanguard	Vanguard Target Retirement 2045 Fund	20,082,923
*	Vanguard	Vanguard Target Retirement 2060 Fund	18,776,119
*	Vanguard	Vanguard Target Retirement 2030 Fund	16,560,947
*	Vanguard	Vanguard Total Bond Market Index Fund Institutional Shares	16,539,789
*	Vanguard	Vanguard Target Retirement 2050 Fund	16,246,483
*	Vanguard	Vanguard Target Retirement 2035 Fund	16,129,136
*	Vanguard	Vanguard Target Retirement 2040 Fund	15,346,031
*	Vanguard	Vanguard U.S. Growth Fund Admiral Shares	14,658,533
*	Vanguard	Vanguard Total International Stock Index Fund Institutional Shares	13,257,357
	Fidelity	Fidelity Advisor Equity Growth; Class Z	13,244,762
*	Vanguard	Vanguard Wellington Fund Admiral Shares	12,104,393
*	Vanguard	Vanguard Windsor II Fund Admiral Shares	10,864,428
*	Vanguard	Vanguard Small-Cap Index Fund Institutional Shares	9,855,488
*	Vanguard	Vanguard Target Retirement 2025 Fund	9,586,570
*	Vanguard	Vanguard International Growth Fund Admiral Shares	6,932,501
*	Vanguard	Vanguard Mid-Cap Index Fund Institutional Shares	6,340,494
*	Vanguard	Vanguard Target Retirement 2065 Fund	5,593,405
*	Vanguard	Vanguard Real Estate Index Fund Institutional Shares	5,081,453
*	Vanguard	Vanguard Target Retirement Income	3,043,448
	American Century Investments	American Century Equity Income Fund; R6 Class	2,463,764
*	Vanguard	Vanguard Explorer Fund Admiral Shares	2,162,726
	Prudential	PGIM Total Return Bond Fund; Class Z	1,928,906
*	Vanguard	Vanguard European Stock Index Fund Admiral Shares	1,729,133
*	Vanguard	Vanguard Target Retirement 2020 Fund	1,724,816
*	Vanguard	Vanguard Emerging Markets Stock Index Fund Admiral Shares	1,214,072
	Carillon	Carillon Eagle Mid Cap Growth Fund, Class R5	1,209,230
*	Vanguard	Vanguard FTSE Social Index Fund Admiral Shares	1,186,937
*	Vanguard	Vanguard Inflation-Protected Securities Fund: Adm Shares	1,033,915
	Principal	Principal High Yield Fund; Institutional Class	723,660
*	Vanguard	Vanguard Federal Money Market Fund	243,320
*	Vanguard	Vanguard Target Retirement 2070 Fund	35,977
			<u>323,328,849</u>
	<i>Common collective trust -</i>		
*	The Vanguard Group	Vanguard Retirement Savings Trust III	8,360,179
*	Notes Receivable from Participants	Interest rates vary from 4.25% to 9.50% with maturities from 2024 through 2031	1,613,769
			<u>\$ 333,302,797</u>

* Indicates a party-in-interest to the Plan.

See independent auditors' report.



**LANGAN ENGINEERING &
ENVIRONMENTAL SERVICES
SALARY SAVINGS PLAN & TRUST**

**FINANCIAL REPORT
DECEMBER 31, 2024**



Wiss & Company, LLP
100 Campus Drive, Suite 400
Florham Park, NJ 07932
(973) 994-9400 • wiss.com

INDEPENDENT AUDITORS' REPORT

To the Trustees of
Langan Engineering & Environmental Services
Salary Savings Plan & Trust

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

We have performed audits of the accompanying financial statements of Langan Engineering & Environmental Services Salary Savings Plan & Trust (the "Plan"), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 ("ERISA"), as permitted by ERISA Section 103(a)(3)(C) [ERISA Section 103(a)(3)(C) audit]. The financial statements comprise the statements of net assets available for benefits as of December 31, 2024 and 2023, and the related statement of changes in net assets available for benefits for the year ended December 31, 2024, and the related notes to the financial statements.

Management, having determined it is permissible in the circumstances, has elected to have the audits of the Plan's financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's Rules ("DOL") 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 December 31, 2024 and 2023, and for the year ended December 31, 2024, stating that the certified investment information, as described in Note 3 to the financial statements, is complete and accurate.

Opinion

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

- the amounts and disclosures in the accompanying financial statements, other than those agreed to or derived from the certified investment information, are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America.
- the information in the accompanying financial statements related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

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 Audit of the Financial Statements section of our report. We are required to be independent of Langan Engineering & Environmental Services Salary Savings Plan & Trust and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our ERISA Section 103(a)(3)(C) audit opinion.

Responsibilities of Management for the Financial Statements

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

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

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

Auditors' Responsibilities for the Audit of the Financial Statements

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 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 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 Langan Engineering & Environmental Services Salary Savings Plan & Trust'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 Langan Engineering & Environmental Services Salary Savings Plan & Trust'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 accounting principles generally accepted in the United States of America.

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

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

Other Matter – Supplemental Schedule Required by ERISA

The supplemental schedule of Schedule H, Part IV, Line 4i - Schedule of Assets (Held At End of Year) as of December 31, 2024, is presented for purposes of additional analysis and is not a required part of the financial statements but is supplementary information required by the Department of Labor’s Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedule, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS. For information included in the supplemental schedule that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

In forming our opinion on the supplemental schedule, we evaluated whether the supplemental schedule, other than the information agreed to or derived from the certified investment information, including its form and content, is presented in conformity with the Department of Labor’s Rules and Regulations for Reporting and Disclosure under ERISA.

In our opinion:

- the form and content of the supplemental schedule, other than the information in the supplemental schedule that agreed to or is derived from the certified investment information, is presented, in all material respects, in conformity with the Department of Labor’s Rules and Regulations for Reporting and Disclosure under ERISA.
- the information in the supplemental schedule related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Wiss & Company

WISS & COMPANY, LLP

Florham Park, New Jersey
October 15, 2025

**LANGAN ENGINEERING & ENVIRONMENTAL SERVICES
SALARY SAVINGS PLAN & TRUST**

STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS

ASSETS	December 31,	
	2024	2023
Investments, at fair value:		
Mutual funds	\$ 323,328,849	\$ 272,685,925
Common collective trust	8,360,179	8,853,508
Total investments	331,689,028	281,539,433
Notes receivable from participants	1,613,769	1,299,737
NET ASSETS AVAILABLE FOR BENEFITS	\$ 333,302,797	\$ 282,839,170

See accompanying notes to financial statements.

**LANGAN ENGINEERING & ENVIRONMENTAL SERVICES
SALARY SAVINGS PLAN & TRUST**

STATEMENT OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS

YEAR ENDED DECEMBER 31, 2024

ADDITIONS TO NET ASSETS ATTRIBUTED TO:

Investment income:

Net appreciation in fair value of investments	\$ 29,017,935	
Interest and dividend income	<u>12,686,063</u>	
		\$ 41,703,998

Interest income, notes receivable from participants		108,346
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Contributions:

Participants	17,513,257	
Employer	4,607,173	
Rollovers	<u>3,457,494</u>	
		<u>25,577,924</u>

Total Additions		67,390,268
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DEDUCTIONS FROM NET ASSETS ATTRIBUTED TO:

Benefits paid to participants	16,447,091	
Deemed distributions	174,764	
Administrative expenses	<u>304,786</u>	
Total Deductions		<u>16,926,641</u>

NET INCREASE		50,463,627
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NET ASSETS AVAILABLE FOR BENEFITS:

Beginning of year		<u>282,839,170</u>
End of year		<u>\$ 333,302,797</u>

See accompanying notes to financial statements.

**LANGAN ENGINEERING & ENVIRONMENTAL SERVICES
SALARY SAVINGS PLAN & TRUST**

NOTES TO FINANCIAL STATEMENTS

Note 1 - Description of the Plan:

The following description of the Langan Engineering & Environmental Services Salary Savings Plan & Trust (the “Plan”) is provided for general information purposes only. Participants should refer to the Plan document for a more complete description of the Plan’s provisions.

General - The Plan is a defined contribution plan covering substantially all employees of Langan, LLC (formerly Langan Engineering, Environmental, Surveying, Landscape Architecture and Geology, D.P.C.) (the “Company” and “Plan Sponsor”) and Subsidiaries. Effective February 12, 2024, the Plan was amended to include service credit for employees of predecessor employers acquired by the Company, including JPH Land Surveying, Inc. and, effective November 20, 2024, Navix Engineering, LLC. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA).

Plan Administration - The Plan is administered by the Plan Sponsor. The Plan’s assets are held by Vanguard Fiduciary Trust Company (the “Trustee”), who is responsible for the custody and management of the Plan’s assets.

Eligibility - An employee is covered by the Plan if he or she is classified as full-time regular or part-time regular, unless he or she is a union employee to whom coverage has been extended, and must reach the age of 18 before being eligible to participate in the Plan. A covered employee may begin making contributions under the Plan upon their hire, and may concurrently receive employer matching contributions subject to the Plan’s vesting provisions. Covered employees may receive profit-sharing contributions after completing one full year of service.

Contributions - Participants may make contributions to the plan up to the Internal Revenue Code (“IRC”) limits on a tax deferred basis and/or as a Roth deferral. A participant may contribute from 1% to 50% of their compensation in 1% increments. Participants may also make nondeductible employee contributions in an amount up to 10% of their compensation. Participants may also make rollover contributions to the plan from another qualified plan or individual retirement account.

The Company may make both employer discretionary profit-sharing contributions and employer matching contributions. For the year ended December 31, 2024, the Company’s matching contribution was equal to 50% of a participant’s tax deferred contribution up to 6% of compensation. In 2024, the Company made matching contributions to the Plan of \$4,607,173. Employer discretionary profit-sharing contributions are made at the discretion of the Company and are allocated based on the ratio of the participant’s eligible compensation to the total of such compensation of all eligible participants. For the year ended December 31, 2024, the Company did not make a discretionary profit-sharing contribution.

Automatic Enrollment - Eligible employees hired on or after May 1, 2014 are automatically enrolled in the Plan and deemed to have elected a pre-tax contribution of 6% of their Plan Compensation and a default investment in Vanguard Target Retirement Funds in the absence of an affirmative election to the contrary.

All eligible new employees who are automatically enrolled in the Plan will receive an automatic increase in their deferral contribution rate of 1% of Plan Compensation, to a maximum of 15%, every year on the anniversary of the participant’s enrollment in the automatic feature, unless the participant selects otherwise.

Participant Accounts - Each participant’s account is credited with the participant’s contribution and allocations of (a) the Company’s contributions and (b) Plan earnings, and (c) charged with an allocation of administrative expenses. Allocations are based on participant earnings or account balances, as defined. The benefit to which a participant is entitled is the benefit that can be provided from the participant’s vested account.

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SALARY SAVINGS PLAN & TRUST**

NOTES TO FINANCIAL STATEMENTS

Vesting - A participant is always 100 percent vested in the value of his or her account resulting from participant contributions. Any employee hired on or after July 1, 2017 receives matching contributions that are vested over a 5-year graded schedule where a participant becomes 20% vested after one year of service and vests an additional 20% for every subsequent year of service until becoming fully vested after 5 years of service. If a participant leaves the Plan prior to completing 5 full years of service, a portion of their employer contributions will be forfeited back to the Plan. These employees will also be 100% vested in employer profit-sharing contributions immediately.

Any employee hired prior to July 1, 2017 will be grandfathered with the previous Plan vesting schedules. These participants become fully vested in matching contributions after completing one full year of service and employer discretionary profit-sharing contributions are vested over a 6-year graded schedule where a participant becomes 20% vested after 2 years of service and vests an additional 20% for every subsequent year of service until becoming fully vested after 6 years of service.

Payment of Benefits - On termination of service due to death, disability, or retirement, a participant (or participant's beneficiary in the event of death) may elect to receive an amount equal to the value of the participant's vested interest in his or her account in a lump-sum payment, or in equal monthly installments over a period not exceeding the shorter of fifteen years or his or her life expectancy. For termination of service due to other reasons, a participant may receive the value of the vested interest in his or her account as a lump-sum distribution. The Plan will automatically distribute balances between \$1,000 and \$5,000 to an individual retirement account for any eligible participant if they do not consent to a distribution in a timely manner. Accounts with balances of \$1,000 or less will be distributed directly to the participant in a lump-sum payment.

Forfeitures - Forfeitures are created when participants terminate employment before becoming entitled to their full benefits under the Plan. Forfeitures due to matching and profit-sharing contributions will be used to reduce future administrative expenses or the Company's discretionary profit-sharing or matching contributions to the Plan. The Company utilized \$522,199 of forfeited non-vested accounts to reduce the matching contribution for 2024. The forfeiture balance at December 31, 2024 and 2023 was \$202,140 and \$425,593, respectively.

Note 2 - Summary of Significant Accounting Policies:

Basis of Accounting - The accompanying financial statements are prepared on the accrual basis of accounting.

Use of Estimates - The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires the Plan's management to use estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of additions to and deductions in net assets available for benefits during the reporting period. Actual results, as determined at a later date, could differ from those estimates.

Investment Valuation and Income Recognition - Investments are reported at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. The Plan's Investment Committee determines the Plan's valuation policies utilizing information provided by the investment advisors, trustee and insurance company. See Note 4 for a discussion of fair value measurements.

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NOTES TO FINANCIAL STATEMENTS

Purchases and sales of securities are recorded on a trade-date basis. Interest income is recorded on the accrual basis. Dividends are recorded on the ex-dividend date. Net appreciation includes the plan's gains and losses on investments bought and sold as well as held during the year.

Notes Receivable from Participants - Notes receivable from participants are measured at their unpaid principal balance plus any accrued but unpaid interest. Interest income is recorded on the accrual basis. Related fees are recorded as administrative expenses and are expensed when they are incurred. If a participant ceases to make loan repayments and the plan administrator deems the participant loan to be in default, the participant loan balance is reduced and a benefit payment is recorded.

Administrative Expenses - Certain expenses of maintaining the Plan are paid directly by the Company and are excluded from these financial statements. For the year ended December 31, 2024, administrative fees, investment advisory fees and fees related to the administration of distributions and notes receivable from participants, which are charged directly to the participant's account, are included in administrative expenses. Investment related expenses are included in net appreciation of fair value of investments.

Payment of Benefits - Benefits are recorded when paid.

In-Service Withdrawals - A participant may make a withdrawal from his or her vested account balance while still employed if he or she meets the requirements set forth in the Plan. The Plan provisions control the amount that may be withdrawn.

The amount of any taxable withdrawal that is not rolled into an Individual Retirement Account or another qualified employer retirement plan will be subject to Federal and state income taxes. A 10% IRC early withdrawal penalty tax may apply to the amount of the withdrawal if the participant is under the age of 59 ½ and does not meet one of the IRC exceptions.

Hardship Withdrawals - The Plan provides for hardship withdrawals from participants' vested balances, not to exceed an amount required to meet an immediate need created by hardship, and then only to the extent that such immediate need cannot be satisfied by other sources reasonably available to the participant. Permissible circumstances for hardship withdrawals include medical expenses, purchase of a home, tuition payments, amounts necessary to prevent eviction from the participants' personal residence, and such other circumstances as the Plan Administrator may determine in accordance with Internal Revenue Service ("IRS") rules and regulations.

Note 3 - Certified Investment Information:

The Plan Administrator has elected the method of annual reporting compliance permitted by 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 Disclosures under ERISA. Accordingly, the Trustee, a qualified institution, has certified that the following investment information included in the accompanying financial statements and ERISA-required supplemental schedule is complete and accurate:

- a) Investments, as shown in the Statements of Net Assets Available for Benefits as of December 31, 2024 and 2023.
- b) Investment income, as shown in the Statement of Changes in Net Assets Available for Benefits for the year ended December 31, 2024.
- c) Investment information included in the Schedule H, Part IV, Line 4i - Schedule of Assets (Held at End of Year), as of December 31, 2024, as shown on the ERISA-required supplemental schedule of assets (held at end of year).

**LANGAN ENGINEERING & ENVIRONMENTAL SERVICES
SALARY SAVINGS PLAN & TRUST**

NOTES TO FINANCIAL STATEMENTS

At the request of the Plan Administrator, the Plan's independent auditors did not perform auditing procedures with respect to this certified information, except for comparing such certified investment information to the related investment information included in the financial statements and ERISA-required supplemental schedule of assets (held at end of year).

Note 4 - Fair Value Measurements:

Financial Accounting Standards Board (FASB) Accounting Standards Codification (ASC) 820, Fair Value Measurements, establishes a framework for measuring fair value. That framework provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (level 1 measurements) and the lowest priority to unobservable inputs (level 3 measurements). The three levels of the fair value hierarchy 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 that the Plan has the ability to access.

Level 2 - Inputs to the valuation methodology include:

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

If the asset or liability has a specified contractual term, the level 2 input must be observed for substantially the full term of the asset or liability.

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. Valuation techniques used need to maximize the use of observable inputs and minimize the use of unobservable inputs.

Following is a description of the valuation methodologies used for assets measured at fair value. There have been no changes in the methodologies used at December 31, 2024 and 2023.

- *Mutual Funds* - Valued at the closing price in the active market in which the fund is traded.
- *Common Collective Trust* - Valued at net asset value per share/unit on the valuation date as reported in the audited financial statements. The net asset value is used as a practical expedient to estimate fair value. The underlying assets of the trust are normally valued based on their closing sales price or, in the absence of sales, at their reported bid price. (See Note 5).

The preceding methods 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.

**LANGAN ENGINEERING & ENVIRONMENTAL SERVICES
SALARY SAVINGS PLAN & TRUST**

NOTES TO FINANCIAL STATEMENTS

The following tables set forth by level, within the fair value hierarchy, the Plan's investments at fair value as of December 31, 2024 and 2023.

Investments at Fair Value as of December 31, 2024

	<i>Level 1</i>	<i>Level 2</i>	<i>Level 3</i>	<i>Total</i>
Mutual funds	\$ 323,328,849	\$ -	\$ -	\$ 323,328,849
Total investments in the fair value hierarchy	<u>\$ 323,328,849</u>	<u>\$ -</u>	<u>\$ -</u>	323,328,849
Investments measured at net asset value (a)				<u>8,360,179</u>
Total investments, at fair value				<u>\$ 331,689,028</u>

Investments at Fair Value as of December 31, 2023

	<i>Level 1</i>	<i>Level 2</i>	<i>Level 3</i>	<i>Total</i>
Mutual funds	\$ 272,685,925	\$ -	\$ -	\$ 272,685,925
Total investments in the fair value hierarchy	<u>\$ 272,685,925</u>	<u>\$ -</u>	<u>\$ -</u>	272,685,925
Investments measured at net asset value (a)				<u>8,853,508</u>
Total investments, at fair value				<u>\$ 281,539,433</u>

- (a) In accordance with Subtopic 820-10, certain investments that were measured at net asset value per share (or its equivalent) have not been classified in the fair value hierarchy. The fair value amounts presented in this table are intended to permit reconciliation of the fair value hierarchy to the line items presented in the Statements of Net Assets Available for Benefits.

Transfers Between Levels

The availability of observable market data is monitored to assess the appropriate classification of financial instruments within the fair value hierarchy. Changes in economic conditions or model-based valuation techniques may require the transfer of financial instruments from one fair value level to another. In such instances, the transfer is reported at the beginning of the reporting period. For the years ended December 31, 2024 and 2023 there were no significant transfers in or out of Levels 1, 2, or 3.

Note 5 - Common Collective Trust:

The Plan invests in investment contracts through its common collective trust (CCT). The CCT's fair value is a relevant measurement attribute. The CCT held by the Plan is a stable value investment which has an objective to preserve capital and to provide a competitive level of income over time that is consistent with the preservation of capital. To achieve this objective the fund invests primarily in insurance contracts and corporate and government agency bonds. Redemptions are allowed for participants daily, however, in the event of a complete redemption, the Plan is subject to a one-year redemption notice period which may be waived by the Trustee. There are no unfunded commitments at December 31, 2024 and 2023.

**LANGAN ENGINEERING & ENVIRONMENTAL SERVICES
SALARY SAVINGS PLAN & TRUST**

NOTES TO FINANCIAL STATEMENTS

Note 6 - Plan Termination:

Although it has not expressed any intent to do so, the Company has the right under the Plan to discontinue its contributions at any time and to terminate the Plan subject to the provisions of ERISA. In the event of Plan termination, participants' contributions remain fully vested and Company contributions, if any, become fully vested. Under no circumstances may the Company take ownership of any of the Plan's assets as a result of such termination.

Note 7 - Notes Receivable from Participants:

Participants may borrow from their accounts in accordance with the Plan loan provisions. Participants may obtain loans from the Plan in accordance with rules under the IRC, which state that a loan may be taken out at a minimum of \$1,000 and maximum of one-half of a participant's vested account balance, or \$50,000 whichever is less. The loans are secured by the balance in the participant's account and bear interest at a rate commensurate with local banks prevailing rates as determined quarterly by the Plan administrator and Plan document. The term of the loan may not exceed five years unless the loan is for the purchase of a participant's principal residence in which case the term would be ten years. Loans are generally payable through payroll deductions.

Note 8 - Tax Status:

The Plan was written on an IRS Non-Standardized Pre-Approved Document, which obtained its latest opinion letter on June 30, 2020, in which the IRS stated that Plan, as then designed, was in compliance with the applicable requirements of the IRC. The Plan has been amended since receiving the opinion letter. However, the Plan Administrator believes that the Plan is designed and is currently being operated in compliance with the applicable requirements of the IRC and therefore believes that the Plan is qualified, and the related trust is tax-exempt.

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

Note 9 - Risks and Uncertainties and Concentration of Investment Risk:

Investment securities, in general, are exposed to various risks, such as interest rate, credit and overall market volatility. Due to the level of risk associated with certain investment securities, it is reasonably possible that changes in the value of investment securities will occur in the near term and that such changes could materially affect participant's account balances and the amounts reported in the financial statements.

The Plan may invest in securities with contractual cash flows, such as asset backed securities, collateralized mortgage obligations and commercial mortgage backed securities, including securities backed by sub-prime mortgage loans. The value, liquidity and related income of these securities are sensitive to changes in economic conditions, including real estate value, delinquencies or defaults, or both, and may be adversely affected by shifts in the market's perception of the issuers and changes in interest rates.

The Plan's investment in one fund comprises 10% of total investments at December 31, 2024. There were no funds exceeding 10% of total investments at December 31, 2023.

**LANGAN ENGINEERING & ENVIRONMENTAL SERVICES
SALARY SAVINGS PLAN & TRUST**

NOTES TO FINANCIAL STATEMENTS

Note 10 - Parties-in-Interest:

Certain Plan investments are managed by the Trustee. Newport Capital Group (“Newport”) is the investment advisor. The Trustee and Newport provide administrative and investment services to the Plan and, therefore, these transactions qualify as party-in-interest. The fees paid by the Plan for the year ended December 31, 2024 were \$304,786.

Note 11 - Subsequent Events:

Effective February 14, 2025, the Plan was amended to include ATR Engineering, LLC as a participating employer under the Langan Engineering & Environmental Services Salary Savings Plan & Trust.

The Plan Administrator has reviewed and evaluated all events and transactions from December 31, 2024 through October 15, 2025, the date the financial statements were available to be issued. The effects of those events and transaction that provide additional pertinent information about conditions that existed at the Statements of Net Assets Available for Benefits date have been recognized in the accompanying financial statements.

**LANGAN ENGINEERING & ENVIRONMENTAL SERVICES
SALARY SAVINGS PLAN & TRUST**

SUPPLEMENTAL INFORMATION

**SCHEDULE H, PART IV, LINE 4i - SCHEDULE OF ASSETS (HELD AT END OF YEAR)
DECEMBER 31, 2024**

EIN: 93-4288831

PLAN NO: 001

(a)	(b) Identity of Issuer, Borrower, Lessor or Similar Party	(c) Description of Investment	(e) Fair Value
	<i>Mutual funds:</i>		
*	Vanguard	Vanguard Institutional Index Fund Institutional Shares	\$ 33,621,855
*	Vanguard	Vanguard Total Stock Market Index Fund Investor Shares	22,343,428
*	Vanguard	Vanguard Target Retirement 2055 Fund	21,462,850
*	Vanguard	Vanguard Target Retirement 2045 Fund	20,082,923
*	Vanguard	Vanguard Target Retirement 2060 Fund	18,776,119
*	Vanguard	Vanguard Target Retirement 2030 Fund	16,560,947
*	Vanguard	Vanguard Total Bond Market Index Fund Institutional Shares	16,539,789
*	Vanguard	Vanguard Target Retirement 2050 Fund	16,246,483
*	Vanguard	Vanguard Target Retirement 2035 Fund	16,129,136
*	Vanguard	Vanguard Target Retirement 2040 Fund	15,346,031
*	Vanguard	Vanguard U.S. Growth Fund Admiral Shares	14,658,533
*	Vanguard	Vanguard Total International Stock Index Fund Institutional Shares	13,257,357
	Fidelity	Fidelity Advisor Equity Growth; Class Z	13,244,762
*	Vanguard	Vanguard Wellington Fund Admiral Shares	12,104,393
*	Vanguard	Vanguard Windsor II Fund Admiral Shares	10,864,428
*	Vanguard	Vanguard Small-Cap Index Fund Institutional Shares	9,855,488
*	Vanguard	Vanguard Target Retirement 2025 Fund	9,586,570
*	Vanguard	Vanguard International Growth Fund Admiral Shares	6,932,501
*	Vanguard	Vanguard Mid-Cap Index Fund Institutional Shares	6,340,494
*	Vanguard	Vanguard Target Retirement 2065 Fund	5,593,405
*	Vanguard	Vanguard Real Estate Index Fund Institutional Shares	5,081,453
*	Vanguard	Vanguard Target Retirement Income	3,043,448
	American Century Investments	American Century Equity Income Fund; R6 Class	2,463,764
*	Vanguard	Vanguard Explorer Fund Admiral Shares	2,162,726
	Prudential	PGIM Total Return Bond Fund; Class Z	1,928,906
*	Vanguard	Vanguard European Stock Index Fund Admiral Shares	1,729,133
*	Vanguard	Vanguard Target Retirement 2020 Fund	1,724,816
*	Vanguard	Vanguard Emerging Markets Stock Index Fund Admiral Shares	1,214,072
	Carillon	Carillon Eagle Mid Cap Growth Fund, Class R5	1,209,230
*	Vanguard	Vanguard FTSE Social Index Fund Admiral Shares	1,186,937
*	Vanguard	Vanguard Inflation-Protected Securities Fund: Adm Shares	1,033,915
	Principal	Principal High Yield Fund; Institutional Class	723,660
*	Vanguard	Vanguard Federal Money Market Fund	243,320
*	Vanguard	Vanguard Target Retirement 2070 Fund	35,977
			<u>323,328,849</u>
	<i>Common collective trust -</i>		
*	The Vanguard Group	Vanguard Retirement Savings Trust III	8,360,179
*	Notes Receivable from Participants	Interest rates vary from 4.25% to 9.50% with maturities from 2024 through 2031	1,613,769
			<u>\$ 333,302,797</u>

* Indicates a party-in-interest to the Plan.

See independent auditors' report.



**LANGAN ENGINEERING &
ENVIRONMENTAL SERVICES
SALARY SAVINGS PLAN & TRUST**

**FINANCIAL REPORT
DECEMBER 31, 2024**



Wiss & Company, LLP
100 Campus Drive, Suite 400
Florham Park, NJ 07932
(973) 994-9400 • wiss.com

INDEPENDENT AUDITORS' REPORT

To the Trustees of
Langan Engineering & Environmental Services
Salary Savings Plan & Trust

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

We have performed audits of the accompanying financial statements of Langan Engineering & Environmental Services Salary Savings Plan & Trust (the "Plan"), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 ("ERISA"), as permitted by ERISA Section 103(a)(3)(C) [ERISA Section 103(a)(3)(C) audit]. The financial statements comprise the statements of net assets available for benefits as of December 31, 2024 and 2023, and the related statement of changes in net assets available for benefits for the year ended December 31, 2024, and the related notes to the financial statements.

Management, having determined it is permissible in the circumstances, has elected to have the audits of the Plan's financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's Rules ("DOL") 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 December 31, 2024 and 2023, and for the year ended December 31, 2024, stating that the certified investment information, as described in Note 3 to the financial statements, is complete and accurate.

Opinion

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

- the amounts and disclosures in the accompanying financial statements, other than those agreed to or derived from the certified investment information, are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America.
- the information in the accompanying financial statements related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

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 Audit of the Financial Statements section of our report. We are required to be independent of Langan Engineering & Environmental Services Salary Savings Plan & Trust and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our ERISA Section 103(a)(3)(C) audit opinion.

Responsibilities of Management for the Financial Statements

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

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

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

Auditors' Responsibilities for the Audit of the Financial Statements

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 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 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 Langan Engineering & Environmental Services Salary Savings Plan & Trust'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 Langan Engineering & Environmental Services Salary Savings Plan & Trust'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 accounting principles generally accepted in the United States of America.

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

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

Other Matter – Supplemental Schedule Required by ERISA

The supplemental schedule of Schedule H, Part IV, Line 4i - Schedule of Assets (Held At End of Year) as of December 31, 2024, is presented for purposes of additional analysis and is not a required part of the financial statements but is supplementary information required by the Department of Labor’s Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedule, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS. For information included in the supplemental schedule that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

In forming our opinion on the supplemental schedule, we evaluated whether the supplemental schedule, other than the information agreed to or derived from the certified investment information, including its form and content, is presented in conformity with the Department of Labor’s Rules and Regulations for Reporting and Disclosure under ERISA.

In our opinion:

- the form and content of the supplemental schedule, other than the information in the supplemental schedule that agreed to or is derived from the certified investment information, is presented, in all material respects, in conformity with the Department of Labor’s Rules and Regulations for Reporting and Disclosure under ERISA.
- the information in the supplemental schedule related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).



WISS & COMPANY, LLP

Florham Park, New Jersey
October 15, 2025

**LANGAN ENGINEERING & ENVIRONMENTAL SERVICES
SALARY SAVINGS PLAN & TRUST**

STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS

	December 31,	
ASSETS	2024	2023
Investments, at fair value:		
Mutual funds	\$ 323,328,849	\$ 272,685,925
Common collective trust	8,360,179	8,853,508
Total investments	331,689,028	281,539,433
Notes receivable from participants	1,613,769	1,299,737
NET ASSETS AVAILABLE FOR BENEFITS	\$ 333,302,797	\$ 282,839,170

See accompanying notes to financial statements.

**LANGAN ENGINEERING & ENVIRONMENTAL SERVICES
SALARY SAVINGS PLAN & TRUST**

STATEMENT OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS

YEAR ENDED DECEMBER 31, 2024

ADDITIONS TO NET ASSETS ATTRIBUTED TO:

Investment income:

Net appreciation in fair value of investments	\$ 29,017,935	
Interest and dividend income	<u>12,686,063</u>	
		\$ 41,703,998

Interest income, notes receivable from participants		108,346
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Contributions:

Participants	17,513,257	
Employer	4,607,173	
Rollovers	<u>3,457,494</u>	
		<u>25,577,924</u>

Total Additions		67,390,268
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DEDUCTIONS FROM NET ASSETS ATTRIBUTED TO:

Benefits paid to participants	16,447,091	
Deemed distributions	174,764	
Administrative expenses	<u>304,786</u>	
Total Deductions		<u>16,926,641</u>

NET INCREASE		50,463,627
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NET ASSETS AVAILABLE FOR BENEFITS:

Beginning of year		<u>282,839,170</u>
End of year		<u>\$ 333,302,797</u>

See accompanying notes to financial statements.

**LANGAN ENGINEERING & ENVIRONMENTAL SERVICES
SALARY SAVINGS PLAN & TRUST**

NOTES TO FINANCIAL STATEMENTS

Note 1 - Description of the Plan:

The following description of the Langan Engineering & Environmental Services Salary Savings Plan & Trust (the “Plan”) is provided for general information purposes only. Participants should refer to the Plan document for a more complete description of the Plan’s provisions.

General - The Plan is a defined contribution plan covering substantially all employees of Langan, LLC (formerly Langan Engineering, Environmental, Surveying, Landscape Architecture and Geology, D.P.C.) (the “Company” and “Plan Sponsor”) and Subsidiaries. Effective February 12, 2024, the Plan was amended to include service credit for employees of predecessor employers acquired by the Company, including JPH Land Surveying, Inc. and, effective November 20, 2024, Navix Engineering, LLC. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA).

Plan Administration - The Plan is administered by the Plan Sponsor. The Plan’s assets are held by Vanguard Fiduciary Trust Company (the “Trustee”), who is responsible for the custody and management of the Plan’s assets.

Eligibility - An employee is covered by the Plan if he or she is classified as full-time regular or part-time regular, unless he or she is a union employee to whom coverage has been extended, and must reach the age of 18 before being eligible to participate in the Plan. A covered employee may begin making contributions under the Plan upon their hire, and may concurrently receive employer matching contributions subject to the Plan’s vesting provisions. Covered employees may receive profit-sharing contributions after completing one full year of service.

Contributions - Participants may make contributions to the plan up to the Internal Revenue Code (“IRC”) limits on a tax deferred basis and/or as a Roth deferral. A participant may contribute from 1% to 50% of their compensation in 1% increments. Participants may also make nondeductible employee contributions in an amount up to 10% of their compensation. Participants may also make rollover contributions to the plan from another qualified plan or individual retirement account.

The Company may make both employer discretionary profit-sharing contributions and employer matching contributions. For the year ended December 31, 2024, the Company’s matching contribution was equal to 50% of a participant’s tax deferred contribution up to 6% of compensation. In 2024, the Company made matching contributions to the Plan of \$4,607,173. Employer discretionary profit-sharing contributions are made at the discretion of the Company and are allocated based on the ratio of the participant’s eligible compensation to the total of such compensation of all eligible participants. For the year ended December 31, 2024, the Company did not make a discretionary profit-sharing contribution.

Automatic Enrollment - Eligible employees hired on or after May 1, 2014 are automatically enrolled in the Plan and deemed to have elected a pre-tax contribution of 6% of their Plan Compensation and a default investment in Vanguard Target Retirement Funds in the absence of an affirmative election to the contrary.

All eligible new employees who are automatically enrolled in the Plan will receive an automatic increase in their deferral contribution rate of 1% of Plan Compensation, to a maximum of 15%, every year on the anniversary of the participant’s enrollment in the automatic feature, unless the participant selects otherwise.

Participant Accounts - Each participant’s account is credited with the participant’s contribution and allocations of (a) the Company’s contributions and (b) Plan earnings, and (c) charged with an allocation of administrative expenses. Allocations are based on participant earnings or account balances, as defined. The benefit to which a participant is entitled is the benefit that can be provided from the participant’s vested account.

**LANGAN ENGINEERING & ENVIRONMENTAL SERVICES
SALARY SAVINGS PLAN & TRUST**

NOTES TO FINANCIAL STATEMENTS

Vesting - A participant is always 100 percent vested in the value of his or her account resulting from participant contributions. Any employee hired on or after July 1, 2017 receives matching contributions that are vested over a 5-year graded schedule where a participant becomes 20% vested after one year of service and vests an additional 20% for every subsequent year of service until becoming fully vested after 5 years of service. If a participant leaves the Plan prior to completing 5 full years of service, a portion of their employer contributions will be forfeited back to the Plan. These employees will also be 100% vested in employer profit-sharing contributions immediately.

Any employee hired prior to July 1, 2017 will be grandfathered with the previous Plan vesting schedules. These participants become fully vested in matching contributions after completing one full year of service and employer discretionary profit-sharing contributions are vested over a 6-year graded schedule where a participant becomes 20% vested after 2 years of service and vests an additional 20% for every subsequent year of service until becoming fully vested after 6 years of service.

Payment of Benefits - On termination of service due to death, disability, or retirement, a participant (or participant's beneficiary in the event of death) may elect to receive an amount equal to the value of the participant's vested interest in his or her account in a lump-sum payment, or in equal monthly installments over a period not exceeding the shorter of fifteen years or his or her life expectancy. For termination of service due to other reasons, a participant may receive the value of the vested interest in his or her account as a lump-sum distribution. The Plan will automatically distribute balances between \$1,000 and \$5,000 to an individual retirement account for any eligible participant if they do not consent to a distribution in a timely manner. Accounts with balances of \$1,000 or less will be distributed directly to the participant in a lump-sum payment.

Forfeitures - Forfeitures are created when participants terminate employment before becoming entitled to their full benefits under the Plan. Forfeitures due to matching and profit-sharing contributions will be used to reduce future administrative expenses or the Company's discretionary profit-sharing or matching contributions to the Plan. The Company utilized \$522,199 of forfeited non-vested accounts to reduce the matching contribution for 2024. The forfeiture balance at December 31, 2024 and 2023 was \$202,140 and \$425,593, respectively.

Note 2 - Summary of Significant Accounting Policies:

Basis of Accounting - The accompanying financial statements are prepared on the accrual basis of accounting.

Use of Estimates - The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires the Plan's management to use estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of additions to and deductions in net assets available for benefits during the reporting period. Actual results, as determined at a later date, could differ from those estimates.

Investment Valuation and Income Recognition - Investments are reported at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. The Plan's Investment Committee determines the Plan's valuation policies utilizing information provided by the investment advisors, trustee and insurance company. See Note 4 for a discussion of fair value measurements.

**LANGAN ENGINEERING & ENVIRONMENTAL SERVICES
SALARY SAVINGS PLAN & TRUST**

NOTES TO FINANCIAL STATEMENTS

Purchases and sales of securities are recorded on a trade-date basis. Interest income is recorded on the accrual basis. Dividends are recorded on the ex-dividend date. Net appreciation includes the plan's gains and losses on investments bought and sold as well as held during the year.

Notes Receivable from Participants - Notes receivable from participants are measured at their unpaid principal balance plus any accrued but unpaid interest. Interest income is recorded on the accrual basis. Related fees are recorded as administrative expenses and are expensed when they are incurred. If a participant ceases to make loan repayments and the plan administrator deems the participant loan to be in default, the participant loan balance is reduced and a benefit payment is recorded.

Administrative Expenses - Certain expenses of maintaining the Plan are paid directly by the Company and are excluded from these financial statements. For the year ended December 31, 2024, administrative fees, investment advisory fees and fees related to the administration of distributions and notes receivable from participants, which are charged directly to the participant's account, are included in administrative expenses. Investment related expenses are included in net appreciation of fair value of investments.

Payment of Benefits - Benefits are recorded when paid.

In-Service Withdrawals - A participant may make a withdrawal from his or her vested account balance while still employed if he or she meets the requirements set forth in the Plan. The Plan provisions control the amount that may be withdrawn.

The amount of any taxable withdrawal that is not rolled into an Individual Retirement Account or another qualified employer retirement plan will be subject to Federal and state income taxes. A 10% IRC early withdrawal penalty tax may apply to the amount of the withdrawal if the participant is under the age of 59 ½ and does not meet one of the IRC exceptions.

Hardship Withdrawals - The Plan provides for hardship withdrawals from participants' vested balances, not to exceed an amount required to meet an immediate need created by hardship, and then only to the extent that such immediate need cannot be satisfied by other sources reasonably available to the participant. Permissible circumstances for hardship withdrawals include medical expenses, purchase of a home, tuition payments, amounts necessary to prevent eviction from the participants' personal residence, and such other circumstances as the Plan Administrator may determine in accordance with Internal Revenue Service ("IRS") rules and regulations.

Note 3 - Certified Investment Information:

The Plan Administrator has elected the method of annual reporting compliance permitted by 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 Disclosures under ERISA. Accordingly, the Trustee, a qualified institution, has certified that the following investment information included in the accompanying financial statements and ERISA-required supplemental schedule is complete and accurate:

- a) Investments, as shown in the Statements of Net Assets Available for Benefits as of December 31, 2024 and 2023.
- b) Investment income, as shown in the Statement of Changes in Net Assets Available for Benefits for the year ended December 31, 2024.
- c) Investment information included in the Schedule H, Part IV, Line 4i - Schedule of Assets (Held at End of Year), as of December 31, 2024, as shown on the ERISA-required supplemental schedule of assets (held at end of year).

**LANGAN ENGINEERING & ENVIRONMENTAL SERVICES
SALARY SAVINGS PLAN & TRUST**

NOTES TO FINANCIAL STATEMENTS

At the request of the Plan Administrator, the Plan's independent auditors did not perform auditing procedures with respect to this certified information, except for comparing such certified investment information to the related investment information included in the financial statements and ERISA-required supplemental schedule of assets (held at end of year).

Note 4 - Fair Value Measurements:

Financial Accounting Standards Board (FASB) Accounting Standards Codification (ASC) 820, Fair Value Measurements, establishes a framework for measuring fair value. That framework provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (level 1 measurements) and the lowest priority to unobservable inputs (level 3 measurements). The three levels of the fair value hierarchy 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 that the Plan has the ability to access.

Level 2 - Inputs to the valuation methodology include:

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

If the asset or liability has a specified contractual term, the level 2 input must be observed for substantially the full term of the asset or liability.

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. Valuation techniques used need to maximize the use of observable inputs and minimize the use of unobservable inputs.

Following is a description of the valuation methodologies used for assets measured at fair value. There have been no changes in the methodologies used at December 31, 2024 and 2023.

- *Mutual Funds* - Valued at the closing price in the active market in which the fund is traded.
- *Common Collective Trust* - Valued at net asset value per share/unit on the valuation date as reported in the audited financial statements. The net asset value is used as a practical expedient to estimate fair value. The underlying assets of the trust are normally valued based on their closing sales price or, in the absence of sales, at their reported bid price. (See Note 5).

The preceding methods 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.

**LANGAN ENGINEERING & ENVIRONMENTAL SERVICES
SALARY SAVINGS PLAN & TRUST**

NOTES TO FINANCIAL STATEMENTS

The following tables set forth by level, within the fair value hierarchy, the Plan's investments at fair value as of December 31, 2024 and 2023.

Investments at Fair Value as of December 31, 2024

	<i>Level 1</i>	<i>Level 2</i>	<i>Level 3</i>	<i>Total</i>
Mutual funds	\$ 323,328,849	\$ -	\$ -	\$ 323,328,849
Total investments in the fair value hierarchy	<u>\$ 323,328,849</u>	<u>\$ -</u>	<u>\$ -</u>	323,328,849
Investments measured at net asset value (a)				<u>8,360,179</u>
Total investments, at fair value				<u>\$ 331,689,028</u>

Investments at Fair Value as of December 31, 2023

	<i>Level 1</i>	<i>Level 2</i>	<i>Level 3</i>	<i>Total</i>
Mutual funds	\$ 272,685,925	\$ -	\$ -	\$ 272,685,925
Total investments in the fair value hierarchy	<u>\$ 272,685,925</u>	<u>\$ -</u>	<u>\$ -</u>	272,685,925
Investments measured at net asset value (a)				<u>8,853,508</u>
Total investments, at fair value				<u>\$ 281,539,433</u>

- (a) In accordance with Subtopic 820-10, certain investments that were measured at net asset value per share (or its equivalent) have not been classified in the fair value hierarchy. The fair value amounts presented in this table are intended to permit reconciliation of the fair value hierarchy to the line items presented in the Statements of Net Assets Available for Benefits.

Transfers Between Levels

The availability of observable market data is monitored to assess the appropriate classification of financial instruments within the fair value hierarchy. Changes in economic conditions or model-based valuation techniques may require the transfer of financial instruments from one fair value level to another. In such instances, the transfer is reported at the beginning of the reporting period. For the years ended December 31, 2024 and 2023 there were no significant transfers in or out of Levels 1, 2, or 3.

Note 5 - Common Collective Trust:

The Plan invests in investment contracts through its common collective trust (CCT). The CCT's fair value is a relevant measurement attribute. The CCT held by the Plan is a stable value investment which has an objective to preserve capital and to provide a competitive level of income over time that is consistent with the preservation of capital. To achieve this objective the fund invests primarily in insurance contracts and corporate and government agency bonds. Redemptions are allowed for participants daily, however, in the event of a complete redemption, the Plan is subject to a one-year redemption notice period which may be waived by the Trustee. There are no unfunded commitments at December 31, 2024 and 2023.

**LANGAN ENGINEERING & ENVIRONMENTAL SERVICES
SALARY SAVINGS PLAN & TRUST**

NOTES TO FINANCIAL STATEMENTS

Note 6 - Plan Termination:

Although it has not expressed any intent to do so, the Company has the right under the Plan to discontinue its contributions at any time and to terminate the Plan subject to the provisions of ERISA. In the event of Plan termination, participants' contributions remain fully vested and Company contributions, if any, become fully vested. Under no circumstances may the Company take ownership of any of the Plan's assets as a result of such termination.

Note 7 - Notes Receivable from Participants:

Participants may borrow from their accounts in accordance with the Plan loan provisions. Participants may obtain loans from the Plan in accordance with rules under the IRC, which state that a loan may be taken out at a minimum of \$1,000 and maximum of one-half of a participant's vested account balance, or \$50,000 whichever is less. The loans are secured by the balance in the participant's account and bear interest at a rate commensurate with local banks prevailing rates as determined quarterly by the Plan administrator and Plan document. The term of the loan may not exceed five years unless the loan is for the purchase of a participant's principal residence in which case the term would be ten years. Loans are generally payable through payroll deductions.

Note 8 - Tax Status:

The Plan was written on an IRS Non-Standardized Pre-Approved Document, which obtained its latest opinion letter on June 30, 2020, in which the IRS stated that Plan, as then designed, was in compliance with the applicable requirements of the IRC. The Plan has been amended since receiving the opinion letter. However, the Plan Administrator believes that the Plan is designed and is currently being operated in compliance with the applicable requirements of the IRC and therefore believes that the Plan is qualified, and the related trust is tax-exempt.

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

Note 9 - Risks and Uncertainties and Concentration of Investment Risk:

Investment securities, in general, are exposed to various risks, such as interest rate, credit and overall market volatility. Due to the level of risk associated with certain investment securities, it is reasonably possible that changes in the value of investment securities will occur in the near term and that such changes could materially affect participant's account balances and the amounts reported in the financial statements.

The Plan may invest in securities with contractual cash flows, such as asset backed securities, collateralized mortgage obligations and commercial mortgage backed securities, including securities backed by sub-prime mortgage loans. The value, liquidity and related income of these securities are sensitive to changes in economic conditions, including real estate value, delinquencies or defaults, or both, and may be adversely affected by shifts in the market's perception of the issuers and changes in interest rates.

The Plan's investment in one fund comprises 10% of total investments at December 31, 2024. There were no funds exceeding 10% of total investments at December 31, 2023.

**LANGAN ENGINEERING & ENVIRONMENTAL SERVICES
SALARY SAVINGS PLAN & TRUST**

NOTES TO FINANCIAL STATEMENTS

Note 10 - Parties-in-Interest:

Certain Plan investments are managed by the Trustee. Newport Capital Group (“Newport”) is the investment advisor. The Trustee and Newport provide administrative and investment services to the Plan and, therefore, these transactions qualify as party-in-interest. The fees paid by the Plan for the year ended December 31, 2024 were \$304,786.

Note 11 - Subsequent Events:

Effective February 14, 2025, the Plan was amended to include ATR Engineering, LLC as a participating employer under the Langan Engineering & Environmental Services Salary Savings Plan & Trust.

The Plan Administrator has reviewed and evaluated all events and transactions from December 31, 2024 through October 15, 2025, the date the financial statements were available to be issued. The effects of those events and transaction that provide additional pertinent information about conditions that existed at the Statements of Net Assets Available for Benefits date have been recognized in the accompanying financial statements.

**LANGAN ENGINEERING & ENVIRONMENTAL SERVICES
SALARY SAVINGS PLAN & TRUST**

SUPPLEMENTAL INFORMATION

**SCHEDULE H, PART IV, LINE 4i - SCHEDULE OF ASSETS (HELD AT END OF YEAR)
DECEMBER 31, 2024**

EIN: 93-4288831

PLAN NO: 001

(a)	(b) Identity of Issuer, Borrower, Lessor or Similar Party	(c) Description of Investment	(e) Fair Value
	<i>Mutual funds:</i>		
*	Vanguard	Vanguard Institutional Index Fund Institutional Shares	\$ 33,621,855
*	Vanguard	Vanguard Total Stock Market Index Fund Investor Shares	22,343,428
*	Vanguard	Vanguard Target Retirement 2055 Fund	21,462,850
*	Vanguard	Vanguard Target Retirement 2045 Fund	20,082,923
*	Vanguard	Vanguard Target Retirement 2060 Fund	18,776,119
*	Vanguard	Vanguard Target Retirement 2030 Fund	16,560,947
*	Vanguard	Vanguard Total Bond Market Index Fund Institutional Shares	16,539,789
*	Vanguard	Vanguard Target Retirement 2050 Fund	16,246,483
*	Vanguard	Vanguard Target Retirement 2035 Fund	16,129,136
*	Vanguard	Vanguard Target Retirement 2040 Fund	15,346,031
*	Vanguard	Vanguard U.S. Growth Fund Admiral Shares	14,658,533
*	Vanguard	Vanguard Total International Stock Index Fund Institutional Shares	13,257,357
	Fidelity	Fidelity Advisor Equity Growth; Class Z	13,244,762
*	Vanguard	Vanguard Wellington Fund Admiral Shares	12,104,393
*	Vanguard	Vanguard Windsor II Fund Admiral Shares	10,864,428
*	Vanguard	Vanguard Small-Cap Index Fund Institutional Shares	9,855,488
*	Vanguard	Vanguard Target Retirement 2025 Fund	9,586,570
*	Vanguard	Vanguard International Growth Fund Admiral Shares	6,932,501
*	Vanguard	Vanguard Mid-Cap Index Fund Institutional Shares	6,340,494
*	Vanguard	Vanguard Target Retirement 2065 Fund	5,593,405
*	Vanguard	Vanguard Real Estate Index Fund Institutional Shares	5,081,453
*	Vanguard	Vanguard Target Retirement Income	3,043,448
	American Century Investments	American Century Equity Income Fund; R6 Class	2,463,764
*	Vanguard	Vanguard Explorer Fund Admiral Shares	2,162,726
	Prudential	PGIM Total Return Bond Fund; Class Z	1,928,906
*	Vanguard	Vanguard European Stock Index Fund Admiral Shares	1,729,133
*	Vanguard	Vanguard Target Retirement 2020 Fund	1,724,816
*	Vanguard	Vanguard Emerging Markets Stock Index Fund Admiral Shares	1,214,072
	Carillon	Carillon Eagle Mid Cap Growth Fund, Class R5	1,209,230
*	Vanguard	Vanguard FTSE Social Index Fund Admiral Shares	1,186,937
*	Vanguard	Vanguard Inflation-Protected Securities Fund: Adm Shares	1,033,915
	Principal	Principal High Yield Fund; Institutional Class	723,660
*	Vanguard	Vanguard Federal Money Market Fund	243,320
*	Vanguard	Vanguard Target Retirement 2070 Fund	35,977
			<u>323,328,849</u>
	<i>Common collective trust -</i>		
*	The Vanguard Group	Vanguard Retirement Savings Trust III	8,360,179
*	Notes Receivable from Participants	Interest rates vary from 4.25% to 9.50% with maturities from 2024 through 2031	1,613,769
			<u>\$ 333,302,797</u>

* Indicates a party-in-interest to the Plan.

See independent auditors' report.