Form 5500

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Annual Return/Report of Employee Benefit Plan

This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code).

▶ **Complete all entries in accordance with the instructions to the Form 5500.**

OMB Nos. 1210-0110
1210-0089

2023

This Form is Open to Public Inspection

Part I Annual Report Identification Information

For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023

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

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

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

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

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

Part II Basic Plan Information—enter all requested information

1a Name of plan
QINETIQ INC. 401(K) PLAN

1b Three-digit plan number (PN) ▶ 003

1c Effective date of plan 10/01/2014

2a Plan sponsor's name (employer, if for a single-employer plan)
Mailing address (include room, apt., suite no. and street, or P.O. Box)
City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions)
QINETIQ INC.

1800 TYSONS BOULEVARD
SUITE 750
MCLEAN, VA 22102

2b Employer Identification Number (EIN)
54-1642759

2c Plan Sponsor's telephone number
571-562-7467

2d Business code (see instructions)
541700

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

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

SIGN HERE	Filed with authorized/valid electronic signature.	11/18/2025	NATALIA BOTSFORD
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE	Filed with authorized/valid electronic signature.	11/18/2025	NATALIA BOTSFORD
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

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

3b Administrator's EIN

3c Administrator's telephone number

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

a Sponsor's name

4b EIN

c Plan Name

4d PN

5	Total number of participants at the beginning of the plan year	**5**	972
6	Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines **6a(1), 6a(2), 6b, 6c,** and **6d**).		
a(1)	Total number of active participants at the beginning of the plan year	**6a(1)**	467
a(2)	Total number of active participants at the end of the plan year	**6a(2)**	487
b	Retired or separated participants receiving benefits	**6b**	12
c	Other retired or separated participants entitled to future benefits	**6c**	483
d	Subtotal. Add lines **6a(2)**, **6b**, and **6c**.	**6d**	982
e	Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.	**6e**	1
f	Total. Add lines **6d** and **6e**.	**6f**	983
g(1)	Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item)	**6g(1)**	949
g(2)	Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)	**6g(2)**	956
h	Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested	**6h**	43
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:

2F 2E 2G 2J 2K 3H

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

9a Plan funding arrangement (check all that apply)

- **(1)** [ ] Insurance
- **(2)** [ ] Code section 412(e)(3) insurance contracts
- **(3)** [X] Trust
- **(4)** [ ] General assets of the sponsor

9b Plan benefit arrangement (check all that apply)

- **(1)** [ ] Insurance
- **(2)** [ ] Code section 412(e)(3) insurance contracts
- **(3)** [X] Trust
- **(4)** [ ] General assets of the sponsor

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

a Pension Schedules

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

b General Schedules

- **(1)** [X] **H** (Financial Information)
- **(2)** [ ] **I** (Financial Information – Small Plan)
- **(3)** [ ] **A** (Insurance Information) – Number Attached _____
- **(4)** [X] **C** (Service Provider Information)
- **(5)** [X] **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 2023 Form M-1 annual report. If the plan was not required to file the 2023 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)	Service Provider Information	OMB No. 1210-0110
Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	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.**	**2023** **This Form is Open to Public Inspection.**

For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023

A Name of plan	**B** Three-digit plan number (PN) ▶	
QINETIQ INC. 401(K) PLAN		003
C Plan sponsor's name as shown on line 2a of Form 5500	**D** Employer Identification Number (EIN)	
QINETIQ INC.	54-1642759	

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).. . . . . [X] 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

VOYA RETIREMENT INSURANCE & ANNUITY

71-0294708

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

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

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

ROCATON INVESTMENT ADVISORS LLC

04-3638035

(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?
99	SERVICE PROVIDER	89531	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

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

ALBION CONSULTING GROUP, INC.

26-1644826

(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?
99	SERVICE PROVIDER	80935	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

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

THE WAGNER LAW GROUP

04-3323315

(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?
29	SERVICE PROVIDER	47815	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

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)

FIDUCIENT ADVISORS LLC

36-4001764

(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?
99	SERVICE PROVIDER	17708	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

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

SAMET AND COMPANY PC

04-3027605

(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?
10	SERVICE PROVIDER	9300	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

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

VOYA RETIREMENT INSURANCE & ANNUITY

71-0294708

(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 64	SERVICE PROVIDER	8108	Yes [X] No [ ]	Yes [X] No [ ]	0	Yes [ ] No [X]

Part I Service Provider Information (continued)

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

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	

Part II Service Providers Who Fail or Refuse to Provide Information

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

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

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

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

(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: MAZARS USA LLP
b EIN: 13-1459550
c Position: AUDITOR
d Address: 135 WEST 50TH STREET
NEW YORK, NY 10020
e Telephone: 212-812-7000

Explanation: THE MAZARS FIRM CEASED OPERATIONS AS A RESULT OF A TRANSACTION WITH FORVIS MAZARS, LLP ON JUNE 1, 2024

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

SCHEDULE D (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

DFE/Participating Plan Information

This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA).

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

OMB No. 1210-0110

2023

This Form is Open to Public Inspection.

For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023

A Name of plan
QINETIQ INC. 401(K) PLAN

B Three-digit plan number (PN) ▶ 003

C Plan or DFE sponsor's name as shown on line 2a of Form 5500
QINETIQ INC.

D Employer Identification Number (EIN)
54-1642759

Part I **Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs)**
(Complete as many entries as needed to report all interests in DFEs)

a Name of MTIA, CCT, PSA, or 103-12 IE: METLIFE STABLE VALUE SOLUTIONS FD J

b Name of sponsor of entity listed in (a): METLIFE GROUP ANNUITY CONTRACT

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)
26-0142858-094	C	8994900

a Name of MTIA, CCT, PSA, or 103-12 IE: BLACKROCK MID CAP EQUITY INDEX FD R

b Name of sponsor of entity listed in (a): WILMINGTON TRUST RETIREMENT AND INSTITUTIONAL SERVICES CO

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)
20-3802327-003	C	1668363

a Name of MTIA, CCT, PSA, or 103-12 IE: BLACKROCK U.S. DEBT INDEX FUND 1

b Name of sponsor of entity listed in (a): WILMINGTON TRUST RETIREMENT AND INSTITUTIONAL SERVICES CO

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)
20-3802445-010	C	0

a Name of MTIA, CCT, PSA, or 103-12 IE: BLACKROCK EAFE EQUITY INDEX FUND 1

b Name of sponsor of entity listed in (a): WILMINGTON TRUST RETIREMENT AND INSTITUTIONAL SERVICES CO

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)
20-3802495-007	C	0

a Name of MTIA, CCT, PSA, or 103-12 IE: METLIFE STABLE VALUE SOLUTIONS FD K

b Name of sponsor of entity listed in (a): WILMINGTON TRUST FUNDS

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)
26-0142858-094	C	0

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Part II Information on Participating Plans (to be completed by DFEs, other than DCGs)

(Complete as many entries as needed to report all participating plans. DCGs must report each participating plan using Schedule DCG.)

a Plan name

b Name of plan sponsor	**c** EIN-PN

a Plan name

b Name of plan sponsor	**c** EIN-PN

a Plan name

b Name of plan sponsor	**c** EIN-PN

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b Name of plan sponsor	**c** EIN-PN

a Plan name

b Name of plan sponsor	**c** EIN-PN

a Plan name

b Name of plan sponsor	**c** EIN-PN

a Plan name

b Name of plan sponsor	**c** EIN-PN

SCHEDULE H (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Financial Information

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

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

OMB No. 1210-0110

2023

This Form is Open to Public Inspection

For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023

A Name of plan
QINETIQ INC. 401(K) PLAN

B Three-digit plan number (PN) ▶ 003

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

D Employer Identification Number (EIN)
54-1642759

Part I Asset and Liability Statement

1 Current value of plan assets and liabilities at the beginning and end of the plan year. Combine the value of plan assets held in more than one trust. Report the value of the plan's interest in a commingled fund containing the assets of more than one plan on a line-by-line basis unless the value is reported 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)	357200	482520
(9) Value of interest in common/collective trusts	1c(9)	13725967	10663263
(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)	75505054	90461787
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)		
(15) Other	1c(15)		

			(a) Beginning of Year	(b) End of Year
1d	Employer-related investments:			
	(1) Employer securities	1d(1)		
	(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	89588221	101607570
	Liabilities			
g	Benefit claims payable	1g		
h	Operating payables	1h		
i	Acquisition indebtedness	1i		
j	Other liabilities	1j		
k	Total liabilities (add all amounts in lines 1g through1j)	1k	0	0
	Net Assets			
l	Net assets (subtract line 1k from line 1f)	1l	89588221	101607570

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.

			(a) Amount	(b) Total
	Income			
a	**Contributions:**			
	(1) Received or receivable in cash from: **(A)** Employers	2a(1)(A)	1791664	
	(B) Participants	2a(1)(B)	4590598	
	(C) Others (including rollovers)	2a(1)(C)	288546	
	(2) Noncash contributions	2a(2)		
	(3) Total contributions. Add lines **2a(1)(A), (B), (C),** and line **2a(2)**	2a(3)		6670808
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)	24264	
	(F) Other	2b(1)(F)		
	(G) Total interest. Add lines **2b(1)(A)** through **(F)**	2b(1)(G)		24264
	(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)	3311119	
	(D) Total dividends. Add lines **2b(2)(A)**, **(B)**, and **(C)**	2b(2)(D)		3311119
	(3) Rents	2b(3)		
	(4) Net gain (loss) on sale of assets: **(A)** Aggregate proceeds	2b(4)(A)		
	(B) Aggregate carrying amount (see instructions)	2b(4)(B)		
	(C) Subtract line **2b(4)(B)** from line **2b(4)(A)** and enter result	2b(4)(C)		0
	(5) Unrealized appreciation (depreciation) of assets: **(A)** Real estate	2b(5)(A)		
	(B) Other	2b(5)(B)		
	(C) Total unrealized appreciation of assets. Add lines **2b(5)(A)** and **(B)**	2b(5)(C)		0

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts	2b(6)		843669
(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)		11048975
c Other income	2c		46652
d Total income. Add all **income** amounts in column (b) and enter total	2d		21945487
Expenses			
e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	9640911	
(2) To insurance carriers for the provision of benefits	2e(2)		
(3) Other	2e(3)		
(4) Total benefit payments. Add lines **2e(1)** through **(3)**	2e(4)		9640911
f Corrective distributions (see instructions)	2f		25402
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)	8108	
(3) Recordkeeping fees	2i(3)		
(4) IQPA audit fees	2i(4)	9300	
(5) Investment advisory and investment management fees	2i(5)	188174	
(6) Bank or trust company trustee/custodial fees	2i(6)		
(7) Actuarial fees	2i(7)		
(8) Legal fees	2i(8)	47815	
(9) Valuation/appraisal fees	2i(9)		
(10) Other trustee fees and expenses	2i(10)		
(11) Other expenses	2i(11)	6683	
(12) Total administrative expenses. Add lines **2i(1)** through **(11)**	2i(12)		260080
j Total expenses. Add all **expense** amounts in column (b) and enter total	2j		9926393
Net Income and Reconciliation			
k Net income (loss). Subtract line **2j** from line **2d**	2k		12019094
l Transfers of assets:			
(1) To this plan	2l(1)		255
(2) From this plan	2l(2)		

Part III Accountant's Opinion

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

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

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

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

(1) [X] 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: FORVIS MAZARS, LLP **(2)** EIN: 44-0160260

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

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

Part IV Compliance Questions

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

During the plan year:

		Yes	No	Amount
a Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.)	**4a**	X		994483
b Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.)	**4b**		X	
c Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)	**4c**		X	
d Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)	**4d**		X	
e Was this plan covered by a fidelity bond?	**4e**	X		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?	**4f**		X	
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?	**4g**		X	
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?	**4h**		X	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	**4i**	X		
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)	**4j**		X	
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?	**4k**		X	
l Has the plan failed to provide any benefit when due under the plan?	**4l**		X	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)	**4m**		X	
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.	**4n**			

5a Has a resolution to terminate the plan been adopted during the plan year or any prior plan year? [ ] Yes [X] No

If "Yes," enter the amount of any plan assets that reverted to the employer this year _____.

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

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

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

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

SCHEDULE R (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Retirement Plan Information

This schedule is required to be filed under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code).

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

OMB No. 1210-0110

2023

This Form is Open to Public Inspection.

For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023

A Name of plan
QINETIQ INC. 401(K) PLAN

B Three-digit plan number (PN) ▶ 003

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

D Employer Identification Number (EIN)
54-1642759

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): 71-0294708

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

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

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

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

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

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

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

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

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

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

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

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

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

Part III Amendments

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

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

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

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

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

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

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

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

a Name of contributing employer

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

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

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

---

a Name of contributing employer

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

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

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

---

a Name of contributing employer

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

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

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

---

a Name of contributing employer

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

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

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

---

a Name of contributing employer

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

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

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

---

a Name of contributing employer

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

☐ Yes.

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

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

☐ No. Other. Provide explanation._____

Part VII IRS Compliance Questions

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

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

☒ Design-based safe harbor method

☐ "Prior year" ADP test

☐ "Current year" ADP test

☐ N/A

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

QinetiQ Inc. 401(k) Plan

EIN 54-1642759 PN 001

Independent Auditor's Report, Financial Statements, and Supplemental Schedules

December 31, 2023 and 2022

QinetiQ Inc. 401(k) Plan
Contents
December 31, 2023 and 2022

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Forvis Mazars, LLP
135 West 50th Street
New York, NY 10020-1299
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forvismazars.us

Independent Auditor's Report

Plan Administrator
QinetiQ Inc. 401(k) Plan
Tysons, Virginia

Scope and Nature of the ERISA Section 103(a)(3)(C) Audit for the 2023 Financial Statements

We have performed an audit of the financial statements of QinetiQ Inc. 401(k) 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 statement of net assets available for benefits as of December 31, 2023, and the related statement of changes in net assets available for benefits for the year then ended, and the related notes to the financial statements (2023 financial statements).

Management, having determined it is permissible in the circumstances, has elected to have the audit of the 2023 financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. As permitted by ERISA Section 103(a)(3)(C), our audit need not extend to any statements or information related to assets held for investment of the plan (investment information) by a bank or similar institution or insurance carrier that is regulated, supervised, and subject to periodic examination by a state or federal agency, provided that the statements or information regarding assets so held are prepared and certified to by the bank or similar institution or insurance carrier in accordance with 29 CFR 2520.103-5 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA (qualified institution).

Management has obtained a certification from a qualified institution as of December 31, 2023, and for the year then ended, stating that the certified investment information, as described in Note 3 to the financial statements, is complete and accurate.

Opinion on the 2023 Financial Statements

In our opinion, based on our audit and on the procedures performed as described in the "Auditor's Responsibilities for the Audit" of the 2023 Financial Statements section:

- The amounts and disclosures in the accompanying 2023 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 2023 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 on the 2023 Financial Statements

We conducted our audit in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the "Auditor's Responsibilities for the Audit of the 2023 Financial Statements" section of our report. We are required to be independent of QinetiQ Inc. 401(k) Plan and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audit. 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 2023 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 QinetiQ Inc. 401(k) Plan's ability to continue as a going concern within one year after the date that these financial statements are available to be issued.

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

Auditor's Responsibilities for the Audit of the 2023 Financial Statements

Except as described in the "Scope and Nature of the ERISA Section 103(a)(3)(C) Audit" of the 2023 Financial Statements section of our report, our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if, there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of QinetiQ Inc. 401(k) Plan's internal control. Accordingly, no such opinion is expressed.

- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about QinetiQ Inc. 401(k) Plan's ability to continue as a going concern for a reasonable period of time.

Our audit 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 Matters - 2023 Supplemental Schedules Required by ERISA

The supplemental schedules listed in the table of contents are presented for purposes of additional analysis and are not a required part of the financial statements but are supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedules, 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 schedules 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 schedules, we evaluated whether the supplemental schedules, other than the information agreed to or derived from the certified investment information, including their form and content, are presented in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

In our opinion:

- The form and content of the supplemental schedules, other than the information in the supplemental schedules that agreed to or is derived from the certified investment information, are presented, in all material respects, in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.
- The information in the supplemental schedules 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).

Auditor's Report on the 2022 Financial Statements

Predecessor auditors performed an audit of the 2022 financial statements of QinetiQ North America 401(k) Plan. In accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA, the prior year audit did not extend to any statements or information related to assets held for investment of the plan that were certified by a qualified institution. Their report dated October 13, 2023 indicated that (a) the amounts and disclosures in the 2022 financial statements, other than those agreed to or derived from the certified investment information, were presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America, and (b) the information in the 2022 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). Their report also indicated that the form and content of the 2022 supplemental schedules, other than the information in the 2022 supplemental schedules that agreed to or is derived from the certified investment information, were presented, in all material respects, in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA; and the information in the 2022 supplemental schedules 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 determines meets the requirements of ERISA Section 103(a)(3)(C).

Forvis Mazars, LLP

New York, New York
October 29, 2024

Federal Employer Identification Number: 44-0160260

QinetiQ Inc. 401(k) Plan
Statements of Net Assets Available for Benefits
December 31, 2023 and 2022

	2023	2022
ASSETS		
Investments		
Investments, at fair value	$ 100,696,718	$ 89,554,779
Cash	428,332	493,041
Receivables		
Notes receivable from participants	482,520	357,200
Participants' contributions	77,062	73,630
Employer contributions	84,323	48,594
Total receivables	643,905	479,424
Total Assets	101,768,955	90,527,244
LIABILITIES		
Excess contributions payable	12,991	4,115
Net Assets Available for Benefits	$ 101,755,964	$ 90,523,129

QinetiQ Inc. 401(k) Plan
Statement of Changes in Net Assets Available for Benefits
Year Ended December 31, 2023

Additions to Net Assets Attributed to	
Investment Income	
Interest and dividends	$ 3,310,913
Net appreciation in fair value of investments	10,990,094
Other income	85,958
Total investment income	14,386,965
Interest Income on Notes Receivable from Participants	24,264
Contributions	
Participants	4,591,447
Employer	1,867,764
Rollover	288,546
Total contributions	6,747,757
Total Additions	21,158,986
Deductions	
Benefits paid to participants	9,666,072
Administrative expenses	260,079
Total Deductions	9,926,151
Net Increase	11,232,835
Net Assets Available for Benefits, Beginning of Year	90,523,129
Net Assets Available for Benefits, End of Year	$ 101,755,964

Note 1. Description of the Plan

The following description of the QinetiQ Inc. 401(k) Plan (Plan) provides only general information. 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 established to provide employees of QinetiQ Inc., (Company), with retirement benefits in accordance with Sections 401(a), 401(m), and 401(k) of the Internal Revenue Code (IRC). The Plan is subject to the provisions of the *Employee Retirement Income Security Act of 1974* (ERISA). Voya Institutional Trust Company serves as Plan custodian / trustee.

Effective October 1, 2014, Foster-Miller, Inc. as Primary Employer established the Foster - Miller 401(k) Plan. The name of the Plan was later changed to the QinetiQ North America 401(k) Plan, effective as of October 1, 2014. Generally effective October 1, 2021, QinetiQ Inc. adopted the QinetiQ North America 401(k) Plan and became the Primary Employer; Foster-Miller, Inc. became an Adopting Employer, QinetiQ US Holdings, Inc. adopted the QinetiQ North America 401(k) Plan as an Adopting Employer, and the M-TEQ 401(k) Profit Sharing Plan and Trust was merged into the QinetiQ North America 401(k) Plan. The QinetiQ USA 401(k) Plan was merged into the QinetiQ North America 401(k) Plan on or about October 7, 2022. The plan name was changed from the QinetiQ North America 401(k) Plan to the QinetiQ Inc. 401(k) Plan effective January 1, 2023.

Eligibility

All salaried and hourly employees, except those covered by a collective bargaining agreement (unless the collective bargaining agreement specifically provides for coverage under the Plan), leased employees, co-op students and temporary employees whose term of employment is expected to be six months or less and certain others as defined in the plan document, are eligible to participate in the Plan as of their date of hire.

The Plan allows for an automatic enrollment provision. Therefore, when an employee becomes eligible to participate in the Plan, the Company will automatically, on behalf of those participants, defer 3% of the participants' eligible compensation (as defined). The deferral percentage is automatically increased by 1%, annually, until the deferral reaches 10%. These deferrals will be allocated to a default fund as defined in the plan document. Participants may cancel, modify, or otherwise change any of the automatic elections.

Effective January 1, 2023, the Plan was amended to repeal the requirement of three months of service for employees of the Company formerly known as M-Tech. to become eligible for the Plan. As a result, an employee shall first become an active participant on the first day of the calendar month coincident with or next following the date on which he becomes an eligible employee.

Participant Contributions

Eligible participants may make voluntary pre-tax contributions through salary reductions, in whole percentages, from 1% to 75% of their eligible annual compensation, as defined by the Plan, limited to the maximum amount allowable under the provisions of the IRC. In addition, participants who are 50 years of age or older as of December 31, 2023, may contribute an additional "catch up" contribution.

Participants direct the investment of their contributions into various investment options offered by the Plan. The Plan currently offers various mutual funds and common collective trusts as investment options for participants.

The Plan also allows participants to defer funds as a "Roth 401(k) deferral." These deferrals are subject to federal and state income taxes and the maximum allowable contributions of the Roth 401(k) and pre-tax deferrals is up to IRS limit.

Employer Contributions

The Company has adopted a safe harbor match for all eligible participants equal to 100% of each participant's contribution up to the first 2% of the participant's compensation and 50% of the participant's contribution above 2% to 5% of the participant's compensation. For the year ended December 31, 2023, safe harbor match contributions totaled $1,909,634, adjusted by forfeiture utilization and the net impact of the employer contributions receivables totaling -$88,279.

The Company, at the discretion of the Board of Directors, may make certain additional qualified non-elective contributions (QNEC). Further, additional discretionary employer contributions in amounts determined by the Company may be made to eligible participants. QNEC contributions totaled $46,409 for the year ended December 31, 2023. There were no additional discretionary employer contributions for the year ended December 31, 2023.

Participants' Accounts

Each participant's account is credited with their respective contribution and its allocation of (a) employer contributions, and (b) Plan earnings or losses.

Vesting

Participants' voluntary contributions and earnings thereon vest immediately. Participants vest in the safe harbor matching contributions of the Company according to the following schedule:

Years of Service	Percent Vested
Less than 2	0%
2 or more	100%

Participants vest in additional discretionary employer contributions, ratably, as disclosed in the plan document, over five years. Participants are immediately 100% vested in any QNEC.

In the event of termination of employment due to death, disability, attainment of normal retirement age, as defined by the plan document, or the termination of the Plan, participants' accounts become fully vested.

Payment of Benefits

Upon termination of employment, retirement, death, or disability, a participant or a participant's beneficiary is entitled to receive the vested portion of the participant's account in a single lump-sum or in installments. In connection with the amendment effective March 1, 2022, participants may also request non-recurring partial payments. Further, withdrawals from the Plan before leaving the Company are available for special "hardship" reasons or after attaining the age of 59½. Distributions to participants are recorded when paid.

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. No allowance for credit losses has been recorded as of December 31, 2023 and 2022. 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.

Participants may borrow up to 50% of their vested account balance with a minimum of $1,000 and a maximum of $50,000. Loans are subject to approval by the plan administrator and bear interest at current market rates for similar types of loans. Effective March 1, 2022, the Plan was amended to allow all QinetiQ, Inc. participants one general purpose loan and one principal residence loan outstanding at the same time. Loan terms range from one

to five years. However, if the loan is to acquire the principal residence of the participant, the term may be extended to ten years. Loans are secured by the balance in the participant's account. Principal and interest is paid ratably through payroll deductions.

Forfeitures

The Plan provides that forfeitures, the unvested portion of employer contributions for terminated participants, will serve to reduce future Company contributions and reduce expenses related to the administration of the Plan. During the year ended December 31, 2023, the Company used $117,970 to reduce the Company's matching contributions, $164,948 to pay the administrative fees, participants forfeited $196,535, and the forfeiture account had dividends and net appreciation of $21,674. At December 31, 2023 and 2022, the forfeited non-vested accounts totaled $431,212 and $495,921, respectively.

Other Income

The Plan includes a recordkeeping expense account, as required by the trustee of the Plan, Voya Institutional Trust Company (Voya), under which certain mutual fund expenses that are charged by the mutual fund companies to the individual participants are recaptured by the Plan and held in a common collective trust. These funds are then used to pay for expenses of the Plan that benefit the Plan participants as approved by the IRS, Department of Labor, and ERISA, accordingly, $81,392 has been used to pay the fees during the year 2023. During the year ended December 31, 2023, these funds appreciated in value by $85,958 and are included in other income in the accompanying statement of changes in net assets available for benefits. As of December 31, 2023 and 2022, the balance in the account amounted to $15,182 and $10,616, respectively.

Note 2. Summary of Significant Accounting Policies

The following is a summary of significant accounting policies followed by the Plan.

Basis of Accounting

The accompanying financial statements have been prepared on the accrual basis of accounting in accordance with accounting principles generally accepted in the United States of America.

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 sponsor determines the Plan's valuation policies utilizing information provided by the investment advisor and trustee. See Note 8 for a discussion of fair value measurements.

Realized gains and losses on investments sold and the unrealized appreciation and depreciation of investments held are reported on an average current cost basis, based on fair market value of the investments at the beginning of the period or at the time of purchase during the period.

The Plan invests a portion of its assets in few common collective trusts. The assets within the trust are invested in Blackrock Mid-Cap Equity Index Fund R and MetLife Stable Value Solutions Fund J (Funds).

To achieve the investment objective and strategy, the fund MetLife Stable Value Solutions Fund J has been invested in MetLife Group Annuity Contract and the fund Blackrock Mid-Cap Equity Index Fund R has been invested in the Mid Capitalization Equity Index Fund F managed by BlackRock Institutional Trust Company N.A.

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

Use of Estimates

The preparation of the financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the reported amounts of net assets, changes in net assets and the disclosure of contingent assets and liabilities at the date of the financial statements. Actual results could differ from those estimates.

Administrative Expenses

The Company and the Plan pay the expenses incurred in the administration of the Plan as defined by the plan document.

Subsequent Events

The Plan has evaluated subsequent events October 29, 2024 which is the date the financial statements were available to be issued.

The Plan was amended and restated effective as of January 1, 2024, to incorporate all outstanding Plan Amendments, to make changes required under The Setting Every Community Up for Retirement Enhancement (SECURE Act, the Coronavirus Aid, Relief, and Economic Security (CARES) Act, the SECURE 2.0 Act of 2022, and to make certain other changes. The provisions hereof are effective January 1, 2024.

Note 3. Certification of Plan Custodian

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 Disclosure under ERISA. Accordingly, Voya Institutional Trust Company, a qualified institution, has certified the following investment information included in the accompanying financial statements and ERISA-required supplemental schedule is complete and accurate:

- Investments as shown in the statements of net assets available for benefits as of December 31, 2023, and 2022
- Investment income as shown in the statement of changes in net assets available for benefits for the year ended December 31, 2023
- Investment information included in the accompanying schedule of assets (held at end of year) as of December 31, 2023

The Plan's independent auditors did not perform auditing procedures with respect to this certified investment information, except for comparing such certified investment information to the related investment information included in the financial statements and ERISA-required supplemental schedule.

Note 4. Related Party Transactions

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

Certain Plan investment is money market fund that is managed by Voya, which is the trustee for the Plan.

The Plan paid $8,108 of recordkeeping fees to Voya during the year ended December 31, 2023. Individually nonmaterial expenses paid to parties in interest other than to Voya aggregated $251,971 during the year ended December 31, 2023. The Company provides certain administrative services at no cost to the Plan.

Note 5. Tax Status

The Plan operates under an individually designed plan which has received a favorable opinion letter from the IRS dated February 26, 2016, indicating that the Plan 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 and represents that the Plan is designed and currently being operated in compliance with the applicable requirements of the IRC. Therefore, no provision for income taxes has been included in the Plan's financial statements.

The Financial Accounting Standards Board has issued a standard regarding the accounting and recognition of income tax positions taken or expected to be taken by the Plan. The plan administrator assesses the tax positions taken by the Plan and has concluded that as of December 31, 2023, there are no uncertain tax positions taken or expected to be taken that would require recognition or disclosure in the financial statements. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress. The plan administrator believes it is no longer subject to income tax examinations for years prior to 2020.

Note 6. Plan Termination

Although it has not expressed any intent to do so, the Company has the right to terminate the Plan at any time by resolution of the Board of Directors, subject to the provisions of ERISA. In the event that the Plan and related trust fund terminate, all accounts will be valued as of the termination date and account balances will be distributed in full to participants.

Note 7. Risks and Uncertainties

The Plan provides for various investment options in accounts which invest in various investment securities. Investment securities are exposed to various risks such as interest rate, market, and credit risk. Due to the level of risk associated with certain investment securities and the level of uncertainty related to changes in the value of investment securities, it is at least reasonably possible that these changes would, in the near term, materially affect participants' account balances and the amounts reported in the statements of net assets available for benefits and the statement of changes in net assets available for benefits.

Note 8. Disclosure About Fair Value of Plan Assets

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. Fair value measurements must maximize the use of observable inputs and minimize the use of unobservable inputs. The hierarchy comprises three levels of inputs that may be used to measure fair value:

Level 1 Quoted prices in active markets for identical assets or liabilities that are accessible at the measurement date

Level 2 Observable inputs other than Level 1 prices such as quoted prices for similar assets; quoted prices in markets that are not active; or model-derived valuations or other inputs that are observable or can be corroborated by observable market data for the assets or liabilities

Level 3 Unobservable inputs supported by little or no market activity and that are significant to the fair value of the assets

The following is a description of the valuation methodologies used for assets measured at fair value. There have been no changes in methodologies used at December 31, 2023 and 2022.

- *Mutual funds*: Valued at the daily closing price as reported by the fund. Mutual funds held by the Plan are open-end mutual funds that are registered with the Securities and Exchange Commission. These funds are required to publish their daily net asset value (NAV) and to transact at that price. The mutual funds held by the Plan are deemed to be actively traded.
- *MetLife Stable Value Fund J:* Valued based on the underlying unit value of the assets held. The contract simulates the performance of a guaranteed investment through the guarantee of a specific interest rate and a portfolio of financial instruments. The NAV of the units of the trust is used as a practical expedient to estimate fair value. This practical expedient would not be used if it is determined to be probable that the fund will sell the investment for an amount different from the reported NAV. Participant transactions (purchases and sales) may occur daily.
- *BlackRock Funds:* Valued based on the underlying unit value of the assets held. The trusts invest in listed equities that are valued at the NAV of units of the bank collective trust. The NAV is used as a practical expedient to estimate fair value. This practical expedient would not be used if it is determined to be probable that the fund will sell the investment for an amount different from the reported NAV. Participant transactions (purchases and sales) may occur daily.
- *Voya Stable Fund 115:* Valued based on the underlying unit value of the assets held. The trusts invested primarily in guaranteed investment contracts, separate account GICS, and security backed investment contracts that were valued at the NAV of units of the bank collective trust. The NAV was used as a practical expedient to estimate fair value. This practical expedient would not have been used if it was determined to be probable that the fund would sell the investment for an amount different from the reported NAV. Participant transactions (purchases and sales) may occur daily.

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

Recurring Measurements

The following tables presents the fair value measurements of assets recognized in the accompanying statements of net assets available for benefits measured at fair value on a recurring basis and the level within the fair value hierarchy in which the fair value measurements fall at December 31, 2023 and 2022:

	2023			
	Level 1	**Level 2**	**Level 3**	**Total**
Mutual funds	$ 90,033,455	$ -	$ -	$ 90,033,455
Investments in the fair value hierarchy	$ 90,033,455	$ -	$ -	$ 90,033,455
Investments measured at net asset value				10,663,263
Investments at fair value				$ 100,696,718

The following table summarizes the valuation of the Plan's financial assets at December 31, 2022:

	2022			
	Level 1	**Level 2**	**Level 3**	**Total**
Mutual funds	$ 74,930,597	$ -	$ -	$ 74,930,597
Investments in the fair value hierarchy	$ 74,930,597	$ -	$ -	$ 74,930,597
Investments measured at net asset value				14,624,182
Investments at fair value				$ 89,554,779

Following is a description of the valuation methodologies and inputs used for assets measured at fair value on a recurring basis and recognized in the accompanying statements of net assets available for benefits, as well as the general classification of such assets pursuant to the valuation hierarchy. There have been no significant changes in the valuation techniques during the years ended December 31, 2023 and 2022. The Plan had no liabilities measured at fair value on a recurring basis. In addition, the Plan had no assets or liabilities measured at fair value on a nonrecurring basis.

Investments

Where quoted market prices are available in an active market, securities are classified within Level 1 of the valuation hierarchy. If quoted market prices are not available, then fair values are estimated by using quoted prices of securities with similar characteristics or independent asset pricing services and pricing models, the inputs of which are market-based or independently sourced market parameters, including, but not limited to, yield curves, interest rates, volatilities, prepayments, defaults, cumulative loss projections, and cash flows. Such securities are classified in Level 2 of the valuation hierarchy. In certain cases where Level 1 or Level 2 inputs are not available, securities are classified within Level 3 of the hierarchy.

Investments Measured Using the Net Asset Value per Share Practical Expedient

The following table summarizes investments for which fair value is measured using the net asset value per share practical expedient as of December 31, 2023 and 2022:

	Fair Value at December 31, 2023	Fair Value at December 31, 2022	Unfunded Commitments	Redemption Frequency (If currently eligible)	Redemption Notice Period
MetLife Stable Value Fund K	$ 8,994,900	$ 10,000,333	N/A	Daily	None
Blackrock Funds	1,668,363	4,542,432	N/A	Daily	Ranges from Daily to 5 days
Voya Stable Value Fund 115	-	81,417	N/A	Daily	12 Months
	$ 10,663,263	$ 14,624,182			

Note 9. Reconciliation of Financial Statements to The Form 5500

The following is a reconciliation of net assets available for benefits per the financial statements as of December 31, 2023 and 2022 to the Form 5500 and net increase in net assets available for benefits per the financial statements to the Form 5500 for the year ended December 31, 2023:

	2023	2022
Net assets available for benefits per the financial statements	$ 101,755,964	$ 90,523,129
Participants' contributions receivable as of December 31	(77,062)	(73,630)
Employer contributions receivable as of December 31	(84,323)	(48,594)
Excess contributions payable	12,991	4,115
Adjustment of common collective trusts to fair value	-	(816,798)
Net assets available for benefits per the Form 5500	$ 101,607,570	$ 89,588,222

	2023
Net increase in net assets available for benefits per the financial statements	$ 11,232,835
Participants' contributions receivable as of December 31, 2023	(77,062)
Participants' contributions receivable as of December 31, 2022	73,630
Employer contributions receivable as of December 31, 2023	(84,323)
Employer contributions receivable as of December 31, 2022	48,594
Excess contributions payable as of December 31, 2022	(4,115)
Excess contributions payable as of December 31, 2023	12,991
Adjustment of common collective trusts to fair value as of December 31, 2022	816,799
Net increase in net assets available for benefits per the form 5500	$ 12,019,349

Supplemental Schedules

QinetiQ Inc. 401(k) Plan
EIN 54-1642759 PN 001
Schedule H, Line 4i – Schedule of Assets (Held at End of Year)
December 31, 2023

(a)	(b) Identifty of Issue, Borrower, Lessor or Similar Party	(c) Description of Investment Including Maturity Date, Interest Rate, Collateral, and Par or Maturity Value	(d) Cost	(e) Current Value
	Mutual Funds			
	Capital Research and Management Company	American Beacon International Equity Fund R6	**	$ 774,408
	Capital Research and Management Company	American Funds 2010 Target Date R6	**	1,196,256
	Capital Research and Management Company	American Funds 2015 Target Date R6	**	333,706
	Capital Research and Management Company	American Funds 2020 Target Date R6	**	4,604,162
	Capital Research and Management Company	American Funds 2025 Target Date R6	**	4,845,890
	Capital Research and Management Company	American Funds 2030 Target Date R6	**	6,454,462
	Capital Research and Management Company	American Funds 2035 Target Date R6	**	6,622,843
	Capital Research and Management Company	American Funds 2040 Target Date R6	**	3,699,864
	Capital Research and Management Company	American Funds 2045 Target Date R6	**	2,470,804
	Capital Research and Management Company	American Funds 2050 Target Date R6	**	3,219,465
	Capital Research and Management Company	American Funds 2055 Target Date R6	**	3,745,650
	Capital Research and Management Company	American Funds 2060 Target Date R6	**	1,506,898
	Capital Research and Management Company	American Funds 2065 Target Date R6	**	340,905
	Cohen & Steers Capital Management, Inc.	Cohen & Steers Realty Shares	**	456,463
	Fidelity Management & Research Company LLC	Fidelity 500 Index Fund	**	14,129,411
	Janus Henderson Investors US LLC	Janus Henderson Enterprise Fund T	**	2,445,052
	Massachusetts Financial Services Company	MFS Mid Cap Value Fund R4	**	2,777,525
	Massachusetts Financial Services Company	MFS Value Fund R6	**	3,894,719
	Pacific Investment Management Company, LLC	PIMCO Income Fund Institutional Class	**	300,234
	Vanguard Group Inc	Vanguard Small-Cap Index Fund Admiral Shares	**	2,260,815
	Victory Capital Management Inc.	Victory Integrity Small-Cap VI Fund	**	903,357
	Fidelity Management & Research Company LLC	Fidelity US Bond Index Fund	**	1,340,288
	Fidelity Management & Research Company LLC	Fidelity International Index Fund	**	2,065,654
	Invesco Advisers Inc.	Invesco Discovery Fund - Class R6	**	1,365,805
	J.P. Morgan Investment Management, Inc	JPMorgan large Cap Growth Fund - Class R6 Shares	**	12,508,957
	John Hancock investment Management LLC	John Hancock Bond Fund - Class R6	**	2,821,929
	Principal Global Investors LLC	Principal Diversified International Fund - Class R6 Shares	**	2,073,969
	RBC Global Asset Management (U.S.) Inc.	RBC Emerging Markets Equity Fund - Class R6	**	873,964
				$ 90,033,455

QinetiQ Inc. 401(k) Plan
EIN 54-1642759 PN 001
Schedule H, Line 4i – Schedule of Assets (Held at End of Year)
December 31, 2023

(a)	(b) Idenitty of Issue, Borrower, Lessor, or Similar Party	(c) Description of Investment Including Maturity Date, Interest Rate, Collateral, and Par, or Maturity Value	(d) Cost	(e) Current Value
	Common Collective Trusts			
	Blackrock Institutional Trust Company NA	Blackrock Mid Cap Equity Index Fund - Class R	**	1,668,363
	MetLife Investment Management, LLC	MetLife Stable Value Solutions Fund - Class J	**	8,994,900
				10,663,263
	Money Market			
*	Voya	Voya Government Money Market Fund A	**	428,332
				101,125,050
*	Notes receivable from participants	4.25% - 9.50% maturing at various dates through June 2031		482,520
				$ 101,607,570

* = Party-in-interest

** = Cost information not required for participant directed investments

QinetiQ Inc. 401(k) Plan
EIN 54-1642759 PN 001
Schedule H, Line 4a – Schedule of Delinquent Participant Contributions
Year Ended December 31, 2023

Participant Contributions Transferred Late to Plan	Total that Constitute Nonexempt Prohibited Transactions			
Check here if late participant loan repayments are included:	Contributions Not Corrected	Contributions Corrected Outside VFCP	Contributions Pending Correction in VFCP	Total Fully Corrected Under VFCP and PTE 2002-51
	$ 994,483	$ -	$ -	$ -

Attachment to 2023 Form 5500

Schedule H, line 4i - Schedule of Assets

(Held at End of Year)

QinetiQ Inc. 401(k) Plan

EIN 54-1642759

Plan 001

As of December 31, 2023

(a)	(b) Identity of issue, borrower, lessor or similar party	(c) Description of investments including maturity date, rate of interest, collateral, par, or maturity date	(d) Cost	(e) Current Value
	AmBcn Intl Equity Fund R6	Registered Investment Company		$774,408
	American Funds 2010 T Date R6	Registered Investment Company		$1,196,256
	American Funds 2015 T Date R6	Registered Investment Company		$333,706
	American Funds 2020 T Date R6	Registered Investment Company		$4,604,162
	American Funds 2025 T Date R6	Registered Investment Company		$4,845,890
	American Funds 2030 T Date R6	Registered Investment Company		$6,454,462
	American Funds 2035 T Date R6	Registered Investment Company		$6,622,843
	American Funds 2040 T Date R6	Registered Investment Company		$3,699,864
	American Funds 2045 T Date R6	Registered Investment Company		$2,470,804
	American Funds 2050 T Date R6	Registered Investment Company		$3,219,465
	American Funds 2055 T Date R6	Registered Investment Company		$3,745,650
	American Funds 2060 T Date R6	Registered Investment Company		$1,506,898
	American Funds 2065 T Date R6	Registered Investment Company		$340,905
	BlkRck Md Cp Equity Ind Fd R	Common Collective Trust		$1,668,363
	Cohen&Steers Real Est S Fd Z	Registered Investment Company		$456,463
	Fid US Bd Id Fd	Registered Investment Company		$1,340,286
	Fidelity 500 Index Fund In Pr	Registered Investment Company		$14,129,412
	Fidelity Intl Index Fnd	Registered Investment Company		$2,065,654
	Inv Discovery Fd R6	Registered Investment Company		$1,365,805
	Janus Hndr Enterprise Fund N	Registered Investment Company		$2,445,052
	John Hanck Bond Fund R6	Registered Investment Company		$2,821,929
	JPMorgan LgCp Grw Fnd R6	Registered Investment Company		$12,508,957
	MetLife SV Solutions Fund J	Common Collective Trust		$8,994,900
	MFS Mid Cap Value Fund R6	Registered Investment Company		$2,777,525
	MFS Value Fund R6	Registered Investment Company		$3,894,719
	PIMCO Income Fund Ins	Registered Investment Company		$300,234
	Principal Divrsd Intl Fund R6	Registered Investment Company		$2,073,969
	RBC Emerging Markets Equity R6	Registered Investment Company		$873,964
	Vangrd Small-Cap Index Fnd Adm	Registered Investment Company		$2,260,815
	Victory Integrity SCp Vl Fd R6	Registered Investment Company		$903,357
*	Voya Gv Mny Mkt F A (Hld Acct)	Registered Investment Company		$428,332
	Loan Fund	Participant Loans - Rates 4.25% - 9.50%		$482,520
	Total			$101,607,570

* denotes party-in-interest

Column (d) is not required as the Plan's investments are totally participant directed.

QinetiQ Inc. 401(k) Plan

EIN 54-1642759 PN 001

Independent Auditor's Report, Financial Statements, and Supplemental Schedules

December 31, 2023 and 2022

QinetiQ Inc. 401(k) Plan
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December 31, 2023 and 2022

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Independent Auditor's Report

Plan Administrator
QinetiQ Inc. 401(k) Plan
Tysons, Virginia

Scope and Nature of the ERISA Section 103(a)(3)(C) Audit for the 2023 Financial Statements

We have performed an audit of the financial statements of QinetiQ Inc. 401(k) 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 statement of net assets available for benefits as of December 31, 2023, and the related statement of changes in net assets available for benefits for the year then ended, and the related notes to the financial statements (2023 financial statements).

Management, having determined it is permissible in the circumstances, has elected to have the audit of the 2023 financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. As permitted by ERISA Section 103(a)(3)(C), our audit need not extend to any statements or information related to assets held for investment of the plan (investment information) by a bank or similar institution or insurance carrier that is regulated, supervised, and subject to periodic examination by a state or federal agency, provided that the statements or information regarding assets so held are prepared and certified to by the bank or similar institution or insurance carrier in accordance with 29 CFR 2520.103-5 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA (qualified institution).

Management has obtained a certification from a qualified institution as of December 31, 2023, and for the year then ended, stating that the certified investment information, as described in Note 3 to the financial statements, is complete and accurate.

Opinion on the 2023 Financial Statements

In our opinion, based on our audit and on the procedures performed as described in the "Auditor's Responsibilities for the Audit" of the 2023 Financial Statements section:

- The amounts and disclosures in the accompanying 2023 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 2023 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 on the 2023 Financial Statements

We conducted our audit in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the "Auditor's Responsibilities for the Audit of the 2023 Financial Statements" section of our report. We are required to be independent of QinetiQ Inc. 401(k) Plan and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audit. 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 2023 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 QinetiQ Inc. 401(k) Plan's ability to continue as a going concern within one year after the date that these financial statements are available to be issued.

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

Auditor's Responsibilities for the Audit of the 2023 Financial Statements

Except as described in the "Scope and Nature of the ERISA Section 103(a)(3)(C) Audit" of the 2023 Financial Statements section of our report, our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if, there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of QinetiQ Inc. 401(k) Plan's internal control. Accordingly, no such opinion is expressed.

- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about QinetiQ Inc. 401(k) Plan's ability to continue as a going concern for a reasonable period of time.

Our audit 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 Matters - 2023 Supplemental Schedules Required by ERISA

The supplemental schedules listed in the table of contents are presented for purposes of additional analysis and are not a required part of the financial statements but are supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedules, 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 schedules 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 schedules, we evaluated whether the supplemental schedules, other than the information agreed to or derived from the certified investment information, including their form and content, are presented in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

In our opinion:

- The form and content of the supplemental schedules, other than the information in the supplemental schedules that agreed to or is derived from the certified investment information, are presented, in all material respects, in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.
- The information in the supplemental schedules 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).

Auditor's Report on the 2022 Financial Statements

Predecessor auditors performed an audit of the 2022 financial statements of QinetiQ North America 401(k) Plan. In accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA, the prior year audit did not extend to any statements or information related to assets held for investment of the plan that were certified by a qualified institution. Their report dated October 13, 2023 indicated that (a) the amounts and disclosures in the 2022 financial statements, other than those agreed to or derived from the certified investment information, were presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America, and (b) the information in the 2022 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). Their report also indicated that the form and content of the 2022 supplemental schedules, other than the information in the 2022 supplemental schedules that agreed to or is derived from the certified investment information, were presented, in all material respects, in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA; and the information in the 2022 supplemental schedules 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 determines meets the requirements of ERISA Section 103(a)(3)(C).

Forvis Mazars, LLP

New York, New York
October 29, 2024

Federal Employer Identification Number: 44-0160260

QinetiQ Inc. 401(k) Plan
Statements of Net Assets Available for Benefits
December 31, 2023 and 2022

	2023	2022
ASSETS		
Investments		
Investments, at fair value	$ 100,696,718	$ 89,554,779
Cash	428,332	493,041
Receivables		
Notes receivable from participants	482,520	357,200
Participants' contributions	77,062	73,630
Employer contributions	84,323	48,594
Total receivables	643,905	479,424
Total Assets	101,768,955	90,527,244
LIABILITIES		
Excess contributions payable	12,991	4,115
Net Assets Available for Benefits	$ 101,755,964	$ 90,523,129

QinetiQ Inc. 401(k) Plan
Statement of Changes in Net Assets Available for Benefits
Year Ended December 31, 2023

Additions to Net Assets Attributed to	
Investment Income	
Interest and dividends	$ 3,310,913
Net appreciation in fair value of investments	10,990,094
Other income	85,958
Total investment income	14,386,965
Interest Income on Notes Receivable from Participants	24,264
Contributions	
Participants	4,591,447
Employer	1,867,764
Rollover	288,546
Total contributions	6,747,757
Total Additions	21,158,986
Deductions	
Benefits paid to participants	9,666,072
Administrative expenses	260,079
Total Deductions	9,926,151
Net Increase	11,232,835
Net Assets Available for Benefits, Beginning of Year	90,523,129
Net Assets Available for Benefits, End of Year	$ 101,755,964

Note 1. Description of the Plan

The following description of the QinetiQ Inc. 401(k) Plan (Plan) provides only general information. 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 established to provide employees of QinetiQ Inc., (Company), with retirement benefits in accordance with Sections 401(a), 401(m), and 401(k) of the Internal Revenue Code (IRC). The Plan is subject to the provisions of the *Employee Retirement Income Security Act of 1974* (ERISA). Voya Institutional Trust Company serves as Plan custodian / trustee.

Effective October 1, 2014, Foster-Miller, Inc. as Primary Employer established the Foster - Miller 401(k) Plan. The name of the Plan was later changed to the QinetiQ North America 401(k) Plan, effective as of October 1, 2014. Generally effective October 1, 2021, QinetiQ Inc. adopted the QinetiQ North America 401(k) Plan and became the Primary Employer; Foster-Miller, Inc. became an Adopting Employer, QinetiQ US Holdings, Inc. adopted the QinetiQ North America 401(k) Plan as an Adopting Employer, and the M-TEQ 401(k) Profit Sharing Plan and Trust was merged into the QinetiQ North America 401(k) Plan. The QinetiQ USA 401(k) Plan was merged into the QinetiQ North America 401(k) Plan on or about October 7, 2022. The plan name was changed from the QinetiQ North America 401(k) Plan to the QinetiQ Inc. 401(k) Plan effective January 1, 2023.

Eligibility

All salaried and hourly employees, except those covered by a collective bargaining agreement (unless the collective bargaining agreement specifically provides for coverage under the Plan), leased employees, co-op students and temporary employees whose term of employment is expected to be six months or less and certain others as defined in the plan document, are eligible to participate in the Plan as of their date of hire.

The Plan allows for an automatic enrollment provision. Therefore, when an employee becomes eligible to participate in the Plan, the Company will automatically, on behalf of those participants, defer 3% of the participants' eligible compensation (as defined). The deferral percentage is automatically increased by 1%, annually, until the deferral reaches 10%. These deferrals will be allocated to a default fund as defined in the plan document. Participants may cancel, modify, or otherwise change any of the automatic elections.

Effective January 1, 2023, the Plan was amended to repeal the requirement of three months of service for employees of the Company formerly known as M-Tech. to become eligible for the Plan. As a result, an employee shall first become an active participant on the first day of the calendar month coincident with or next following the date on which he becomes an eligible employee.

Participant Contributions

Eligible participants may make voluntary pre-tax contributions through salary reductions, in whole percentages, from 1% to 75% of their eligible annual compensation, as defined by the Plan, limited to the maximum amount allowable under the provisions of the IRC. In addition, participants who are 50 years of age or older as of December 31, 2023, may contribute an additional "catch up" contribution.

Participants direct the investment of their contributions into various investment options offered by the Plan. The Plan currently offers various mutual funds and common collective trusts as investment options for participants.

The Plan also allows participants to defer funds as a "Roth 401(k) deferral." These deferrals are subject to federal and state income taxes and the maximum allowable contributions of the Roth 401(k) and pre-tax deferrals is up to IRS limit.

Employer Contributions

The Company has adopted a safe harbor match for all eligible participants equal to 100% of each participant's contribution up to the first 2% of the participant's compensation and 50% of the participant's contribution above 2% to 5% of the participant's compensation. For the year ended December 31, 2023, safe harbor match contributions totaled $1,909,634, adjusted by forfeiture utilization and the net impact of the employer contributions receivables totaling -$88,279.

The Company, at the discretion of the Board of Directors, may make certain additional qualified non-elective contributions (QNEC). Further, additional discretionary employer contributions in amounts determined by the Company may be made to eligible participants. QNEC contributions totaled $46,409 for the year ended December 31, 2023. There were no additional discretionary employer contributions for the year ended December 31, 2023.

Participants' Accounts

Each participant's account is credited with their respective contribution and its allocation of (a) employer contributions, and (b) Plan earnings or losses.

Vesting

Participants' voluntary contributions and earnings thereon vest immediately. Participants vest in the safe harbor matching contributions of the Company according to the following schedule:

Years of Service	Percent Vested
Less than 2	0%
2 or more	100%

Participants vest in additional discretionary employer contributions, ratably, as disclosed in the plan document, over five years. Participants are immediately 100% vested in any QNEC.

In the event of termination of employment due to death, disability, attainment of normal retirement age, as defined by the plan document, or the termination of the Plan, participants' accounts become fully vested.

Payment of Benefits

Upon termination of employment, retirement, death, or disability, a participant or a participant's beneficiary is entitled to receive the vested portion of the participant's account in a single lump-sum or in installments. In connection with the amendment effective March 1, 2022, participants may also request non-recurring partial payments. Further, withdrawals from the Plan before leaving the Company are available for special "hardship" reasons or after attaining the age of 59½. Distributions to participants are recorded when paid.

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. No allowance for credit losses has been recorded as of December 31, 2023 and 2022. 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.

Participants may borrow up to 50% of their vested account balance with a minimum of $1,000 and a maximum of $50,000. Loans are subject to approval by the plan administrator and bear interest at current market rates for similar types of loans. Effective March 1, 2022, the Plan was amended to allow all QinetiQ, Inc. participants one general purpose loan and one principal residence loan outstanding at the same time. Loan terms range from one

to five years. However, if the loan is to acquire the principal residence of the participant, the term may be extended to ten years. Loans are secured by the balance in the participant's account. Principal and interest is paid ratably through payroll deductions.

Forfeitures

The Plan provides that forfeitures, the unvested portion of employer contributions for terminated participants, will serve to reduce future Company contributions and reduce expenses related to the administration of the Plan. During the year ended December 31, 2023, the Company used $117,970 to reduce the Company's matching contributions, $164,948 to pay the administrative fees, participants forfeited $196,535, and the forfeiture account had dividends and net appreciation of $21,674. At December 31, 2023 and 2022, the forfeited non-vested accounts totaled $431,212 and $495,921, respectively.

Other Income

The Plan includes a recordkeeping expense account, as required by the trustee of the Plan, Voya Institutional Trust Company (Voya), under which certain mutual fund expenses that are charged by the mutual fund companies to the individual participants are recaptured by the Plan and held in a common collective trust. These funds are then used to pay for expenses of the Plan that benefit the Plan participants as approved by the IRS, Department of Labor, and ERISA, accordingly, $81,392 has been used to pay the fees during the year 2023. During the year ended December 31, 2023, these funds appreciated in value by $85,958 and are included in other income in the accompanying statement of changes in net assets available for benefits. As of December 31, 2023 and 2022, the balance in the account amounted to $15,182 and $10,616, respectively.

Note 2. Summary of Significant Accounting Policies

The following is a summary of significant accounting policies followed by the Plan.

Basis of Accounting

The accompanying financial statements have been prepared on the accrual basis of accounting in accordance with accounting principles generally accepted in the United States of America.

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 sponsor determines the Plan's valuation policies utilizing information provided by the investment advisor and trustee. See Note 8 for a discussion of fair value measurements.

Realized gains and losses on investments sold and the unrealized appreciation and depreciation of investments held are reported on an average current cost basis, based on fair market value of the investments at the beginning of the period or at the time of purchase during the period.

The Plan invests a portion of its assets in few common collective trusts. The assets within the trust are invested in Blackrock Mid-Cap Equity Index Fund R and MetLife Stable Value Solutions Fund J (Funds).

To achieve the investment objective and strategy, the fund MetLife Stable Value Solutions Fund J has been invested in MetLife Group Annuity Contract and the fund Blackrock Mid-Cap Equity Index Fund R has been invested in the Mid Capitalization Equity Index Fund F managed by BlackRock Institutional Trust Company N.A.

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

Use of Estimates

The preparation of the financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the reported amounts of net assets, changes in net assets and the disclosure of contingent assets and liabilities at the date of the financial statements. Actual results could differ from those estimates.

Administrative Expenses

The Company and the Plan pay the expenses incurred in the administration of the Plan as defined by the plan document.

Subsequent Events

The Plan has evaluated subsequent events October 29, 2024 which is the date the financial statements were available to be issued.

The Plan was amended and restated effective as of January 1, 2024, to incorporate all outstanding Plan Amendments, to make changes required under The Setting Every Community Up for Retirement Enhancement (SECURE Act, the Coronavirus Aid, Relief, and Economic Security (CARES) Act, the SECURE 2.0 Act of 2022, and to make certain other changes. The provisions hereof are effective January 1, 2024.

Note 3. Certification of Plan Custodian

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 Disclosure under ERISA. Accordingly, Voya Institutional Trust Company, a qualified institution, has certified the following investment information included in the accompanying financial statements and ERISA-required supplemental schedule is complete and accurate:

- Investments as shown in the statements of net assets available for benefits as of December 31, 2023, and 2022
- Investment income as shown in the statement of changes in net assets available for benefits for the year ended December 31, 2023
- Investment information included in the accompanying schedule of assets (held at end of year) as of December 31, 2023

The Plan's independent auditors did not perform auditing procedures with respect to this certified investment information, except for comparing such certified investment information to the related investment information included in the financial statements and ERISA-required supplemental schedule.

Note 4. Related Party Transactions

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

Certain Plan investment is money market fund that is managed by Voya, which is the trustee for the Plan.

The Plan paid $8,108 of recordkeeping fees to Voya during the year ended December 31, 2023. Individually nonmaterial expenses paid to parties in interest other than to Voya aggregated $251,971 during the year ended December 31, 2023. The Company provides certain administrative services at no cost to the Plan.

Note 5. Tax Status

The Plan operates under an individually designed plan which has received a favorable opinion letter from the IRS dated February 26, 2016, indicating that the Plan 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 and represents that the Plan is designed and currently being operated in compliance with the applicable requirements of the IRC. Therefore, no provision for income taxes has been included in the Plan's financial statements.

The Financial Accounting Standards Board has issued a standard regarding the accounting and recognition of income tax positions taken or expected to be taken by the Plan. The plan administrator assesses the tax positions taken by the Plan and has concluded that as of December 31, 2023, there are no uncertain tax positions taken or expected to be taken that would require recognition or disclosure in the financial statements. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress. The plan administrator believes it is no longer subject to income tax examinations for years prior to 2020.

Note 6. Plan Termination

Although it has not expressed any intent to do so, the Company has the right to terminate the Plan at any time by resolution of the Board of Directors, subject to the provisions of ERISA. In the event that the Plan and related trust fund terminate, all accounts will be valued as of the termination date and account balances will be distributed in full to participants.

Note 7. Risks and Uncertainties

The Plan provides for various investment options in accounts which invest in various investment securities. Investment securities are exposed to various risks such as interest rate, market, and credit risk. Due to the level of risk associated with certain investment securities and the level of uncertainty related to changes in the value of investment securities, it is at least reasonably possible that these changes would, in the near term, materially affect participants' account balances and the amounts reported in the statements of net assets available for benefits and the statement of changes in net assets available for benefits.

Note 8. Disclosure About Fair Value of Plan Assets

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. Fair value measurements must maximize the use of observable inputs and minimize the use of unobservable inputs. The hierarchy comprises three levels of inputs that may be used to measure fair value:

Level 1 Quoted prices in active markets for identical assets or liabilities that are accessible at the measurement date

Level 2 Observable inputs other than Level 1 prices such as quoted prices for similar assets; quoted prices in markets that are not active; or model-derived valuations or other inputs that are observable or can be corroborated by observable market data for the assets or liabilities

Level 3 Unobservable inputs supported by little or no market activity and that are significant to the fair value of the assets

The following is a description of the valuation methodologies used for assets measured at fair value. There have been no changes in methodologies used at December 31, 2023 and 2022.

- *Mutual funds*: Valued at the daily closing price as reported by the fund. Mutual funds held by the Plan are open-end mutual funds that are registered with the Securities and Exchange Commission. These funds are required to publish their daily net asset value (NAV) and to transact at that price. The mutual funds held by the Plan are deemed to be actively traded.
- *MetLife Stable Value Fund J:* Valued based on the underlying unit value of the assets held. The contract simulates the performance of a guaranteed investment through the guarantee of a specific interest rate and a portfolio of financial instruments. The NAV of the units of the trust is used as a practical expedient to estimate fair value. This practical expedient would not be used if it is determined to be probable that the fund will sell the investment for an amount different from the reported NAV. Participant transactions (purchases and sales) may occur daily.
- *BlackRock Funds:* Valued based on the underlying unit value of the assets held. The trusts invest in listed equities that are valued at the NAV of units of the bank collective trust. The NAV is used as a practical expedient to estimate fair value. This practical expedient would not be used if it is determined to be probable that the fund will sell the investment for an amount different from the reported NAV. Participant transactions (purchases and sales) may occur daily.
- *Voya Stable Fund 115:* Valued based on the underlying unit value of the assets held. The trusts invested primarily in guaranteed investment contracts, separate account GICS, and security backed investment contracts that were valued at the NAV of units of the bank collective trust. The NAV was used as a practical expedient to estimate fair value. This practical expedient would not have been used if it was determined to be probable that the fund would sell the investment for an amount different from the reported NAV. Participant transactions (purchases and sales) may occur daily.

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

Recurring Measurements

The following tables presents the fair value measurements of assets recognized in the accompanying statements of net assets available for benefits measured at fair value on a recurring basis and the level within the fair value hierarchy in which the fair value measurements fall at December 31, 2023 and 2022:

	2023			
	Level 1	**Level 2**	**Level 3**	**Total**
Mutual funds	$ 90,033,455	$ -	$ -	$ 90,033,455
Investments in the fair value hierarchy	$ 90,033,455	$ -	$ -	$ 90,033,455
Investments measured at net asset value				10,663,263
Investments at fair value				$ 100,696,718

The following table summarizes the valuation of the Plan's financial assets at December 31, 2022:

	2022			
	Level 1	**Level 2**	**Level 3**	**Total**
Mutual funds	$ 74,930,597	$ -	$ -	$ 74,930,597
Investments in the fair value hierarchy	$ 74,930,597	$ -	$ -	$ 74,930,597
Investments measured at net asset value				14,624,182
Investments at fair value				$ 89,554,779

Following is a description of the valuation methodologies and inputs used for assets measured at fair value on a recurring basis and recognized in the accompanying statements of net assets available for benefits, as well as the general classification of such assets pursuant to the valuation hierarchy. There have been no significant changes in the valuation techniques during the years ended December 31, 2023 and 2022. The Plan had no liabilities measured at fair value on a recurring basis. In addition, the Plan had no assets or liabilities measured at fair value on a nonrecurring basis.

Investments

Where quoted market prices are available in an active market, securities are classified within Level 1 of the valuation hierarchy. If quoted market prices are not available, then fair values are estimated by using quoted prices of securities with similar characteristics or independent asset pricing services and pricing models, the inputs of which are market-based or independently sourced market parameters, including, but not limited to, yield curves, interest rates, volatilities, prepayments, defaults, cumulative loss projections, and cash flows. Such securities are classified in Level 2 of the valuation hierarchy. In certain cases where Level 1 or Level 2 inputs are not available, securities are classified within Level 3 of the hierarchy.

Investments Measured Using the Net Asset Value per Share Practical Expedient

The following table summarizes investments for which fair value is measured using the net asset value per share practical expedient as of December 31, 2023 and 2022:

	Fair Value at December 31, 2023	Fair Value at December 31, 2022	Unfunded Commitments	Redemption Frequency (If currently eligible)	Redemption Notice Period
MetLife Stable Value Fund K	$ 8,994,900	$ 10,000,333	N/A	Daily	None
Blackrock Funds	1,668,363	4,542,432	N/A	Daily	Ranges from Daily to 5 days
Voya Stable Value Fund 115	-	81,417	N/A	Daily	12 Months
	$ 10,663,263	$ 14,624,182			

Note 9. Reconciliation of Financial Statements to The Form 5500

The following is a reconciliation of net assets available for benefits per the financial statements as of December 31, 2023 and 2022 to the Form 5500 and net increase in net assets available for benefits per the financial statements to the Form 5500 for the year ended December 31, 2023:

	2023	2022
Net assets available for benefits per the financial statements	$ 101,755,964	$ 90,523,129
Participants' contributions receivable as of December 31	(77,062)	(73,630)
Employer contributions receivable as of December 31	(84,323)	(48,594)
Excess contributions payable	12,991	4,115
Adjustment of common collective trusts to fair value	-	(816,798)
Net assets available for benefits per the Form 5500	$ 101,607,570	$ 89,588,222

	2023
Net increase in net assets available for benefits per the financial statements	$ 11,232,835
Participants' contributions receivable as of December 31, 2023	(77,062)
Participants' contributions receivable as of December 31, 2022	73,630
Employer contributions receivable as of December 31, 2023	(84,323)
Employer contributions receivable as of December 31, 2022	48,594
Excess contributions payable as of December 31, 2022	(4,115)
Excess contributions payable as of December 31, 2023	12,991
Adjustment of common collective trusts to fair value as of December 31, 2022	816,799
Net increase in net assets available for benefits per the form 5500	$ 12,019,349

Supplemental Schedules

QinetiQ Inc. 401(k) Plan
EIN 54-1642759 PN 001
Schedule H, Line 4i – Schedule of Assets (Held at End of Year)
December 31, 2023

(a)	(b) Identifty of Issue, Borrower, Lessor or Similar Party	(c) Description of Investment Including Maturity Date, Interest Rate, Collateral, and Par or Maturity Value	(d) Cost	(e) Current Value
	Mutual Funds			
	Capital Research and Management Company	American Beacon International Equity Fund R6	**	$ 774,408
	Capital Research and Management Company	American Funds 2010 Target Date R6	**	1,196,256
	Capital Research and Management Company	American Funds 2015 Target Date R6	**	333,706
	Capital Research and Management Company	American Funds 2020 Target Date R6	**	4,604,162
	Capital Research and Management Company	American Funds 2025 Target Date R6	**	4,845,890
	Capital Research and Management Company	American Funds 2030 Target Date R6	**	6,454,462
	Capital Research and Management Company	American Funds 2035 Target Date R6	**	6,622,843
	Capital Research and Management Company	American Funds 2040 Target Date R6	**	3,699,864
	Capital Research and Management Company	American Funds 2045 Target Date R6	**	2,470,804
	Capital Research and Management Company	American Funds 2050 Target Date R6	**	3,219,465
	Capital Research and Management Company	American Funds 2055 Target Date R6	**	3,745,650
	Capital Research and Management Company	American Funds 2060 Target Date R6	**	1,506,898
	Capital Research and Management Company	American Funds 2065 Target Date R6	**	340,905
	Cohen & Steers Capital Management, Inc.	Cohen & Steers Realty Shares	**	456,463
	Fidelity Management & Research Company LLC	Fidelity 500 Index Fund	**	14,129,411
	Janus Henderson Investors US LLC	Janus Henderson Enterprise Fund T	**	2,445,052
	Massachusetts Financial Services Company	MFS Mid Cap Value Fund R4	**	2,777,525
	Massachusetts Financial Services Company	MFS Value Fund R6	**	3,894,719
	Pacific Investment Management Company, LLC	PIMCO Income Fund Institutional Class	**	300,234
	Vanguard Group Inc	Vanguard Small-Cap Index Fund Admiral Shares	**	2,260,815
	Victory Capital Management Inc.	Victory Integrity Small-Cap VI Fund	**	903,357
	Fidelity Management & Research Company LLC	Fidelity US Bond Index Fund	**	1,340,288
	Fidelity Management & Research Company LLC	Fidelity International Index Fund	**	2,065,654
	Invesco Advisers Inc.	Invesco Discovery Fund - Class R6	**	1,365,805
	J.P. Morgan Investment Management, Inc	JPMorgan large Cap Growth Fund - Class R6 Shares	**	12,508,957
	John Hancock investment Management LLC	John Hancock Bond Fund - Class R6	**	2,821,929
	Principal Global Investors LLC	Principal Diversified International Fund - Class R6 Shares	**	2,073,969
	RBC Global Asset Management (U.S.) Inc.	RBC Emerging Markets Equity Fund - Class R6	**	873,964
				$ 90,033,455

QinetiQ Inc. 401(k) Plan
EIN 54-1642759 PN 001
Schedule H, Line 4i – Schedule of Assets (Held at End of Year)
December 31, 2023

(a)	(b) Idenitty of Issue, Borrower, Lessor, or Similar Party	(c) Description of Investment Including Maturity Date, Interest Rate, Collateral, and Par, or Maturity Value	(d) Cost	(e) Current Value
	Common Collective Trusts			
	Blackrock Institutional Trust Company NA	Blackrock Mid Cap Equity Index Fund - Class R	**	1,668,363
	MetLife Investment Management, LLC	MetLife Stable Value Solutions Fund - Class J	**	8,994,900
				10,663,263
	Money Market			
*	Voya	Voya Government Money Market Fund A	**	428,332
				101,125,050
*	Notes receivable from participants	4.25% - 9.50% maturing at various dates through June 2031		482,520
				$ 101,607,570

* = Party-in-interest

** = Cost information not required for participant directed investments

QinetiQ Inc. 401(k) Plan
EIN 54-1642759 PN 001
Schedule H, Line 4a – Schedule of Delinquent Participant Contributions
Year Ended December 31, 2023

Participant Contributions Transferred Late to Plan	Total that Constitute Nonexempt Prohibited Transactions			
Check here if late participant loan repayments are included:	Contributions Not Corrected	Contributions Corrected Outside VFCP	Contributions Pending Correction in VFCP	Total Fully Corrected Under VFCP and PTE 2002-51
	$ 994,483	$ -	$ -	$ -