

Form 5500

Annual Return/Report of Employee Benefit Plan

OMB Nos. 1210-0110 1210-0089

2024

This Form is Open to Public Inspection

Department of the Treasury Internal Revenue Service

Department of Labor Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

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

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

Part I Annual Report Identification Information

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

- A This return/report is for: a multiemployer plan, a multiple-employer plan, a single-employer plan, a DFE, etc.
B This return/report is: the first return/report, the final return/report, an amended return/report, a short plan year return/report, etc.
C If the plan is a collectively-bargained plan, check here.
D Check box if filing under: Form 5558, automatic extension, the DFVC program, special extension, etc.
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: WESTON SOLUTIONS, INC. RETIREMENT SAVINGS AND EMPLOYEE STOCK OWNERSHIP PLAN
1b Three-digit plan number (PN): 004
1c Effective date of plan: 04/01/1984
2a Plan sponsor's name, mailing address, city or town, state or province, country, and ZIP or foreign postal code.
2b Employer Identification Number (EIN): 93-4783067
2c Plan Sponsor's telephone number: 610-701-3694
2d Business code (see instructions): 541330

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

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

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

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

Form 5500 (2024) v. 240311

3a Plan administrator's name and address <input checked="" type="checkbox"/> Same as Plan Sponsor		3b Administrator's EIN	
		3c Administrator's telephone number	
4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report:		4b EIN 23-1501990	
a Sponsor's name WESTON SOLUTIONS, INC.		4d PN 004	
c Plan Name WESTON SOLUTIONS, INC. RETIREMENT SAVINGS AND EMPLOYEE STOCK OWNERSHIP			
5 Total number of participants at the beginning of the plan year	5	4517	
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)	1071	
a(2) Total number of active participants at the end of the plan year	6a(2)	1041	
b Retired or separated participants receiving benefits	6b	141	
c Other retired or separated participants entitled to future benefits	6c	2747	
d Subtotal. Add lines 6a(2), 6b, and 6c	6d	3929	
e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits	6e	44	
f Total. Add lines 6d and 6e	6f	3973	
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)	4462	
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)	3901	
h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested	6h	17	
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	7		

8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions:
 2E 2F 2H 2J 2K 2S 2T 3F 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)		9b Plan benefit arrangement (check all that apply)	
(1) <input type="checkbox"/> Insurance	(1) <input type="checkbox"/> Insurance	(2) <input type="checkbox"/> Code section 412(e)(3) insurance contracts	(2) <input type="checkbox"/> Code section 412(e)(3) insurance contracts
(2) <input type="checkbox"/> Code section 412(e)(3) insurance contracts	(3) <input checked="" type="checkbox"/> Trust	(3) <input checked="" type="checkbox"/> Trust	(4) <input type="checkbox"/> General assets of the sponsor
(3) <input checked="" type="checkbox"/> Trust	(4) <input type="checkbox"/> General assets of the sponsor	(4) <input type="checkbox"/> General assets of the sponsor	

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

a Pension Schedules		b General Schedules	
(1) <input checked="" type="checkbox"/> R (Retirement Plan Information)	(1) <input checked="" type="checkbox"/> H (Financial Information)	(2) <input type="checkbox"/> I (Financial Information – Small Plan)	(3) <input type="checkbox"/> A (Insurance Information) – Number Attached _____
(2) <input type="checkbox"/> MB (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary	(4) <input checked="" type="checkbox"/> C (Service Provider Information)	(5) <input checked="" type="checkbox"/> D (DFE/Participating Plan Information)	(6) <input type="checkbox"/> G (Financial Transaction Schedules)
(3) <input type="checkbox"/> SB (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary			
(4) <input type="checkbox"/> DCG (Individual Plan Information) – Number Attached _____			
(5) <input type="checkbox"/> MEP (Multiple-Employer Retirement Plan Information)			

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

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

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

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

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

Receipt Confirmation Code _____

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

A Name of plan WESTON SOLUTIONS, INC. RETIREMENT SAVINGS AND EMPLOYEE STOCK OWNERSHIP PLAN	B Three-digit plan number (PN) ▶	004
C Plan sponsor's name as shown on line 2a of Form 5500 WES HOLDINGS, INC.	D Employer Identification Number (EIN) 93-4783067	

Part I Service Provider Information (see instructions)

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

1 Information on Persons Receiving Only Eligible Indirect Compensation

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

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

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

THE VANGUARD GROUP, INC.

23-1945930

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

CHARLES SCHWAB & CO., INC.

94-1737782

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

CHARLES SCHWAB INVESTMENT MGMT

94-3106735

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

PRINCIPAL FINANCIAL GROUP, INC.

42-1520346

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

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

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

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

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

THE VANGUARD GROUP, INC.

23-1945930

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
15 25 37 52	NONE	5195	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	0	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>

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

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

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

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

Part I Service Provider Information (continued)

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

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
THE VANGUARD GROUP, INC.	99	0
(d) Enter name and EIN (address) of source of indirect compensation ROYCE 13-6981562	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation. 10 BPS	
(a) Enter service provider name as it appears on line 2 CHARLES SCHWAB & CO., INC.	99	0
(d) Enter name and EIN (address) of source of indirect compensation CALAMOS 36-3316238	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation. RATE OF 0.10% OF AVERAGE DAILY BALANCE OF ASSET(S)	
(a) Enter service provider name as it appears on line 2 CHARLES SCHWAB & CO., INC.	99	0
(d) Enter name and EIN (address) of source of indirect compensation COHEN & STEERS 14-1904657	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation. RATE OF 0.40% OF AVERAGE DAILY BALANCE OF ASSET(S)	

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
CHARLES SCHWAB & CO., INC.	99	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
INVESCO FUNDS 84-0235630	RATE OF 0.40% OF AVERAGE DAILY BALANCE OF ASSET(S)	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	

Part II Service Providers Who Fail or Refuse to Provide Information

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

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

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

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

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

A Name of plan <u>WESTON SOLUTIONS, INC. RETIREMENT SAVINGS AND EMPLOYEE STOCK OWNERSHIP PLAN</u>	B Three-digit plan number (PN)	<u>004</u>
C Plan or DFE sponsor's name as shown on line 2a of Form 5500 <u>WES HOLDINGS, INC.</u>	D Employer Identification Number (EIN) <u>93-4783067</u>	

Part I	Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs) (Complete as many entries as needed to report all interests in DFEs)
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a Name of MTIA, CCT, PSA, or 103-12 IE: VFTC RETIREMENT SAVINGS TRUST

b Name of sponsor of entity listed in (a): VANGUARD FIDUCIARY TRUST COMPANY

c EIN-PN <u>45-5436422-022</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>10868165</u>
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a Name of MTIA, CCT, PSA, or 103-12 IE:

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

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

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

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

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

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

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

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

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

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

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

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

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

c EIN-PN

d Entity code

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

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

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

c EIN-PN

d Entity code

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

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

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

c EIN-PN

d Entity code

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

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

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

c EIN-PN

d Entity code

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

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

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

c EIN-PN

d Entity code

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

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

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

c EIN-PN

d Entity code

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

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

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

c EIN-PN

d Entity code

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

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

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

c EIN-PN

d Entity code

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

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

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

c EIN-PN

d Entity code

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

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

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

c EIN-PN

d Entity code

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

SCHEDULE H (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	Financial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110 2024 This Form is Open to Public Inspection
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For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024	
A Name of plan WESTON SOLUTIONS, INC. RETIREMENT SAVINGS AND EMPLOYEE STOCK OWNERSHIP PLAN	B Three-digit plan number (PN) ▶ 004
C Plan sponsor's name as shown on line 2a of Form 5500 WES HOLDINGS, INC.	D Employer Identification Number (EIN) 93-4783067

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

		(a) Beginning of Year	(b) End of Year
Assets			
a Total noninterest-bearing cash	1a		
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)	3034778	4457228
(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)	6705171	7526770
(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)	1638405	1586181
(9) Value of interest in common/collective trusts	1c(9)	14228423	10190077
(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)	447820432	447885483
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)		
(15) Other	1c(15)		

1d Employer-related investments:		(a) Beginning of Year	(b) End of Year
(1) Employer securities.....	1d(1)	71541868	74385877
(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	544969077	546031616
Liabilities			
g Benefit claims payable.....	1g		
h Operating payables.....	1h		
i Acquisition indebtedness.....	1i		
j Other liabilities.....	1j		
k Total liabilities (add all amounts in lines 1g through 1j).....	1k	0	0
Net Assets			
l Net assets (subtract line 1k from line 1f).....	1l	544969077	546031616

Part II Income and Expense Statement

2 Plan income, expenses, and changes in net assets for the year. Include all income and expenses of the plan, including any trust(s) or separately maintained fund(s) and any payments/receipts to/from insurance carriers. Round off amounts to the nearest dollar. MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 2a, 2b(1)(E), 2e, 2f, and 2g.

Income		(a) Amount	(b) Total
a Contributions:			
(1) Received or receivable in cash from: (A) Employers.....	2a(1)(A)	4457241	
(B) Participants.....	2a(1)(B)	10107463	
(C) Others (including rollovers).....	2a(1)(C)	3419026	
(2) Noncash contributions.....	2a(2)		
(3) Total contributions. Add lines 2a(1)(A) , (B) , (C) , and line 2a(2)	2a(3)		17983730
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)	123196	
(F) Other.....	2b(1)(F)		
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		123196
(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)	21325500	
(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)		
(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)	13320217	
(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result.....	2b(4)(C)		
(5) Unrealized appreciation (depreciation) of assets:			
(A) Real estate.....	2b(5)(A)		
(B) Other.....	2b(5)(B)	13129435	
(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B)	2b(5)(C)		

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts	2b(6)		525101
(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)		37509389
c Other income	2c		
d Total income. Add all income amounts in column (b) and enter total	2d		77276134

Expenses

e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	76210520	
(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)		76210520
f Corrective distributions (see instructions)	2f		
g Certain deemed distributions of participant loans (see instructions)	2g		
h Interest expense	2h		
i Administrative expenses:			
(1) Salaries and allowances	2i(1)		
(2) Contract administrator fees	2i(2)		
(3) Recordkeeping fees	2i(3)		
(4) IQPA audit fees	2i(4)		
(5) Investment advisory and investment management fees	2i(5)		
(6) Bank or trust company trustee/custodial fees	2i(6)		
(7) Actuarial fees	2i(7)		
(8) Legal fees	2i(8)		
(9) Valuation/appraisal fees	2i(9)		
(10) Other trustee fees and expenses	2i(10)		
(11) Other expenses	2i(11)	3075	
(12) Total administrative expenses. Add lines 2i(1) through (11)	2i(12)		3075
j Total expenses. Add all expense amounts in column (b) and enter total	2j		76213595

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d	2k		1062539
l Transfers of assets:			
(1) To this plan	2l(1)		
(2) From this plan	2l(2)		

Part III Accountant's Opinion

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

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

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

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

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

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

(1) Name: PRICEWATERHOUSECOOPERS

(2) EIN: 13-4008324

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

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

Part IV Compliance Questions

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

During the plan year:

	Yes	No	Amount
a Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.)		X	
b Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.)		X	
c Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)		X	
d Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)		X	
e Was this plan covered by a fidelity bond?	X		5000000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?		X	
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?		X	
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?		X	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	X		
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)		X	
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?		X	
l Has the plan failed to provide any benefit when due under the plan?		X	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)		X	
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.			

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

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

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

5c Was the plan a defined benefit plan covered under the PBGC insurance program at any time during this plan year? (See ERISA section 4021 and instructions.) Yes No Not determined
 If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year _____.

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

A Name of plan <u>WESTON SOLUTIONS, INC. RETIREMENT SAVINGS AND EMPLOYEE STOCK OWNERSHIP PLAN</u>	B Three-digit plan number (PN) ▶	<u>004</u>
C Plan sponsor's name as shown on line 2a of Form 5500 <u>WES HOLDINGS, INC.</u>	D Employer Identification Number (EIN) <u>93-4783067</u>	

Part I	Distributions
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All references to distributions relate only to payments of benefits during the plan year.

1 Total value of distributions paid in property other than in cash or the forms of property specified in the instructions.....	1	
2 Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits): EIN(s): <u>23-2186884</u>		
Profit-sharing plans, ESOPs, and stock bonus plans, skip line 3.		
3 Number of participants (living or deceased) whose benefits were distributed in a single sum, during the plan year	3	

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

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

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

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

a Name of contributing employer _____

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

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

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

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

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

a Name of contributing employer _____

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

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

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

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

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

a Name of contributing employer _____

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

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

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

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

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

a Name of contributing employer _____

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

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

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

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

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

a Name of contributing employer _____

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

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

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

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

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

a Name of contributing employer _____

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Part VII IRS Compliance Questions

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

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

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



Report of Independent Auditors

To the Administrator of Weston Solutions, Inc. Retirement Savings and Employee Stock Ownership Plan

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

We have performed an audit of the accompanying financial statements of Weston Solutions, Inc. Retirement Savings and Employee Stock Ownership Plan (the “Plan”), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) (ERISA Section 103(a)(3)(C) audit). The financial statements comprise the statements of net assets available for benefits as of December 31, 2024 and 2023, and the related statement of changes in net assets available for benefits for the year ended December 31, 2024, including the related notes (collectively referred to as the “financial statements”).

Management, having determined it is permissible in the circumstances, has elected to have the audit of the Plan’s financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor’s Rules and Regulations for Reporting and Disclosure under ERISA. As permitted by ERISA Section 103(a)(3)(C), our 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 certifications from qualified institutions as of December 31, 2024 and 2023 and for the year ended December 31, 2024, stating that the certified investment information, as described in Note 3 to the financial statements, is complete and accurate.

Opinion

In our opinion, based on our audit and on the procedures performed as described in the Auditors’ Responsibilities for the Audit of the Financial Statements section of our report

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

Basis for Opinion

We conducted our audit in accordance with auditing standards generally accepted in the United States of America (US GAAS). Our responsibilities under those standards are further described in the Auditors’ Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the 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 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 the Plan's ability to continue as a going concern for one year after the date the financial statements are available to be issued.

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

Auditors' Responsibilities for the Audit of the Financial Statements

Except as described in the Scope and Nature of the ERISA Section 103(a)(3)(C) Audit section of our report, our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with US 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 US GAAS, we:

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



Our 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 Matter – Supplemental Schedule Required by ERISA

Form 5500 Schedule H, Line 4i: Schedule of Assets (Held at End of Year) as of December 31, 2024 (“supplemental schedule”), is presented for purposes of additional analysis and is not a required part of the financial statements but is supplementary information required by the Department of Labor’s Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedule, other than that agreed to or derived from the certified investment information, has been subjected to the 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 US GAAS. For information included in the supplemental schedule that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

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

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

PricewaterhouseCoopers LLP

Philadelphia, Pennsylvania
October 10, 2025

**Weston Solutions, Inc. Retirement Savings and Employee Stock
Ownership Plan**
Form 5500 Schedule H, Line 4i: Schedule of Assets (Held at End of Year)
December 31, 2024

Identity of Issue	Description of Investments	Cost	Current Value
* Vanguard Windsor Fund	Registered Investment Company	**	\$ 51,008,431
* Vanguard 500 Index Fund Investor Shares	Registered Investment Company	**	77,798,943
* Vanguard STAR Fund	Registered Investment Company	**	23,524,628
* Vanguard Cash Reserves Federal MM Fund Admiral Shares	Registered Investment Company	**	13,457,148
* Vanguard Explorer Fund	Registered Investment Company	**	30,433,979
* Vanguard Total Bond Market Index Fund	Registered Investment Company	**	18,800,749
* Vanguard International Value Fund	Registered Investment Company	**	6,204,981
* Vanguard Windsor II Fund	Registered Investment Company	**	11,379,395
* Vanguard Inflation-Protected Securities Fund	Registered Investment Company	**	4,408,853
* Vanguard Total Stock Market Index Fund	Registered Investment Company	**	15,415,012
* Vanguard U.S. Growth Fund	Registered Investment Company	**	27,330,813
* Vanguard Extended Market Index Fund Investor Shs	Registered Investment Company	**	9,205,747
* Vanguard Total International Stock Index Fund	Registered Investment Company	**	5,267,117
* Vanguard Short-term Federal Fund	Registered Investment Company	**	4,201,997
* Vanguard REIT Index Fund	Registered Investment Company	**	2,929,708
* Vanguard Small-Cap Value Index Fund	Registered Investment Company	**	3,893,089
* Vanguard Selected Value Fund	Registered Investment Company	**	2,362,205
* Vanguard Target Retirement Income	Registered Investment Company	**	5,047,845
* Vanguard Target Retirement 2020 Fund	Registered Investment Company	**	9,955,310
* Vanguard Target Retirement 2025 Fund	Registered Investment Company	**	28,426,257
* Vanguard Target Retirement 2030 Fund	Registered Investment Company	**	25,101,193
* Vanguard Target Retirement 2035 Fund	Registered Investment Company	**	23,152,361
* Vanguard Target Retirement 2040 Fund	Registered Investment Company	**	16,337,152
* Vanguard Target Retirement 2045 Fund	Registered Investment Company	**	13,976,451
* Vanguard Target Retirement 2050 Fund	Registered Investment Company	**	8,189,337
* Vanguard Target Retirement 2055 Fund	Registered Investment Company	**	6,564,540
* Vanguard Target Retirement 2060 Fund	Registered Investment Company	**	2,943,736
* Vanguard Target Retirement 2065 Fund	Registered Investment Company	**	538,021
* Vanguard Target Retirement 2070 Fund	Registered Investment Company	**	30,482
* VGI Brokerage Option	Vanguard Brokerage Option	**	7,526,769
* Vanguard Retirement Savings Trust	Common Collective Trust	**	10,190,076
* Participant Loans	Participant loans, with interest rates ranging from 4.25% and 9.50%	**	1,586,182
*/***WES Holdings, Inc. Common Stock	Company Stock, 2,645,742 shares	<u>32,798,797</u>	<u>74,385,877</u>
Total investments held by the Plan		<u>\$ 32,798,797</u>	<u>\$ 541,574,385</u>

* A party-in-interest as defined by ERISA.

** Cost is not required for participant directed investments.

*** WES Holdings, Inc. Common Stock has been certified by GreatBanc Trust Company, the Trustee of the Plan

The information above has been certified as complete and accurate by Vanguard Fiduciary Trust Company, and GreatBanc Trust Company, the Trustees of the Plan.

**Weston Solutions, Inc.
Retirement Savings and
Employee Stock
Ownership Plan**

Financial Statements

December 31, 2024 and 2023

Supplemental Schedule Required by ERISA

As of and for the year ended December 31, 2024

Weston Solutions, Inc. Retirement Savings and Employee Stock Ownership Plan

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* Other supplemental schedules required by Section 2520.103-10 of the Department of Labor Rules and Regulations for Reporting and Disclosures under ERISA have been omitted because they are not applicable



Report of Independent Auditors

To the Administrator of Weston Solutions, Inc. Retirement Savings and Employee Stock Ownership Plan

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

We have performed an audit of the accompanying financial statements of Weston Solutions, Inc. Retirement Savings and Employee Stock Ownership Plan (the “Plan”), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) (ERISA Section 103(a)(3)(C) audit). The financial statements comprise the statements of net assets available for benefits as of December 31, 2024 and 2023, and the related statement of changes in net assets available for benefits for the year ended December 31, 2024, including the related notes (collectively referred to as the “financial statements”).

Management, having determined it is permissible in the circumstances, has elected to have the audit of the Plan’s financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor’s Rules and Regulations for Reporting and Disclosure under ERISA. As permitted by ERISA Section 103(a)(3)(C), our 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 certifications from qualified institutions as of December 31, 2024 and 2023 and for the year ended December 31, 2024, stating that the certified investment information, as described in Note 3 to the financial statements, is complete and accurate.

Opinion

In our opinion, based on our audit and on the procedures performed as described in the Auditors’ Responsibilities for the Audit of the Financial Statements section of our report

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

Basis for Opinion

We conducted our audit in accordance with auditing standards generally accepted in the United States of America (US GAAS). Our responsibilities under those standards are further described in the Auditors’ Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the 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 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 the Plan's ability to continue as a going concern for one year after the date the financial statements are available to be issued.

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

Auditors' Responsibilities for the Audit of the Financial Statements

Except as described in the Scope and Nature of the ERISA Section 103(a)(3)(C) Audit section of our report, our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with US 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 US GAAS, we:

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



Our 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 Matter – Supplemental Schedule Required by ERISA

Form 5500 Schedule H, Line 4i: Schedule of Assets (Held at End of Year) as of December 31, 2024 (“supplemental schedule”), is presented for purposes of additional analysis and is not a required part of the financial statements but is supplementary information required by the Department of Labor’s Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedule, other than that agreed to or derived from the certified investment information, has been subjected to the 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 US GAAS. For information included in the supplemental schedule that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

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

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

PricewaterhouseCoopers LLP

Philadelphia, Pennsylvania
October 10, 2025

**Weston Solutions, Inc. Retirement Savings and Employee Stock
Ownership Plan**
Statements of Net Assets Available for Benefits
December 31, 2024 and 2023

	2024	2023
Assets		
Investments, at fair value		
Participant directed	\$ 466,280,417	\$ 469,635,698
Nonparticipant directed	<u>74,385,877</u>	<u>71,541,868</u>
Total investments at fair value	<u>540,666,294</u>	<u>541,177,566</u>
Receivables		
Employer's contribution	4,457,228	3,034,778
Notes receivable from participants	<u>1,586,182</u>	<u>1,638,405</u>
Total receivables	<u>6,043,410</u>	<u>4,673,183</u>
Net assets available for benefits	<u>\$ 546,709,704</u>	<u>\$ 545,850,749</u>

The accompanying notes are an integral part of these financial statements.

**Weston Solutions, Inc. Retirement Savings and Employee Stock
Ownership Plan**
Statement of Changes in Net Assets Available for Benefits
Year Ended December 31, 2024

	Participant Directed	Nonparticipant Directed WES Holdings, Inc. Common Stock	Total
Additions			
Additions to net assets attributed to			
Investment income			
Net appreciation in fair value of investments	\$ 37,509,390	\$ 13,129,435	\$ 50,638,825
Interest and dividends	21,647,015	-	21,647,015
Net investment income	<u>59,156,405</u>	<u>13,129,435</u>	<u>72,285,840</u>
Interest income from participant notes receivable	123,196	-	123,196
Contributions			
Participants	10,107,463	-	10,107,463
Employer's - WES Holdings, Inc.			
Common stock, net	-	4,457,228	4,457,228
Rollovers	1,087,806	-	1,087,806
Total contributions	<u>11,318,465</u>	<u>4,457,228</u>	<u>15,775,693</u>
Liquidations and diversifications	<u>2,331,220</u>	<u>(13,320,204)</u>	<u>(10,988,984)</u>
Net additions	<u>72,806,090</u>	<u>4,266,459</u>	<u>77,072,549</u>
Deductions			
Benefits paid to participants	76,210,520	-	76,210,520
Administrative expenses, net	3,074	-	3,074
Total deductions	<u>76,213,594</u>	<u>-</u>	<u>76,213,594</u>
Net increase (decrease)	(3,407,504)	4,266,459	858,955
Net assets available for benefits			
Beginning of year	<u>471,274,103</u>	<u>74,576,646</u>	<u>545,850,749</u>
End of year	<u>\$ 467,866,599</u>	<u>\$ 78,843,105</u>	<u>\$ 546,709,704</u>

The accompanying notes are an integral part of these financial statements.

Weston Solutions, Inc. Retirement Savings and Employee Stock Ownership Plan

Notes to Financial Statements

December 31, 2024 and 2023

1. Description of the Plan

The following description of the Weston Solutions, Inc. Retirement Savings and Employee Stock Ownership Plan (“ESOP”) (the “Plan”) provides only general information. Participants should refer to the Plan Document and Summary Plan Description for a more complete description of the Plan’s provisions.

General

The Plan is a defined contribution plan that includes a qualified cash or deferred arrangement under Section 401(k) of the Internal Revenue Code (“IRC”). The Plan covers eligible employees of WES Holdings, Inc. (the “Company”). As of January 1, 2024, WES Holdings, Inc. became the holding entity for Weston Solutions, Inc., and all outstanding stock as of that date became shares under WES Holdings, Inc. WES Holdings, Inc. is the plan sponsor, while Weston Solutions, Inc. remains the sole operating entity and the Plan remains in their name. It is subject to the provisions of the Employee Retirement Income Security Act of 1974 (“ERISA”). On December 14, 2023, the Company amended and restated the Plan Document to restructure the Plan to a KSOP (a combination of an ESOP, with a 401(k) feature). All other provisions of the Plan Document remain consistent with those in the previous version dated September 16, 2021.

Eligibility

All employees other than temporary employees are eligible to participate immediately. Temporary employees are eligible to participate as of the first pay date following completion of one year of service in which the employee is credited with 1,000 hours of service.

Contributions

Nonhighly compensated participants can contribute up to 100% of their eligible compensation to the Plan. Subject to Plan discrimination testing requirements, highly compensated participants may contribute up to 20% of their eligible compensation to the Plan. However, under the IRC limitations, the maximum contribution for any participant for 2024 is \$23,000. If the participant reaches age 50 on or before December 31, the maximum contribution for 2024 is \$30,500. Employee contributions can be made on a pre-tax basis for federal income tax purposes or on a “Roth” after-tax basis. Participants direct the investments of their contributions into various investment options offered by the Plan, which includes a self-directed brokerage option. The Plan includes an auto-enrollment provision whereby all newly eligible employees are automatically enrolled in the Plan unless they affirmatively elect not to participate in the Plan. Automatically enrolled participants have their deferral rate set at 3 percent of eligible compensation and their contributions invested in a designated balanced fund until changed by the participant.

While cash contributions are an option, currently Company discretionary contributions are made in shares of WES Holdings, Inc. Common Stock (“Company stock”) and upon contribution, the shares of Company stock are held in trust by GreatBanc Trust Company (“GreatBanc”) and allocated to Plan participant accounts annually. GreatBanc Trust Company is the Plan’s trustee with respect to Company stock and, as such, holds legal title to the shares contributed to the Plan. As of April 2024, Principal Financial Services became the Company’s new Company stock administrator, replacing Vanguard Fiduciary Trust Company (“Vanguard”), Vanguard continues to administer the participants’ contributions and related investments of participants’ 401(k) accounts.

The Company’s discretionary contribution is equal to 100% of a participant’s first 6% of contributions to the Plan and is made in shares of Company common stock. This match occurs

Weston Solutions, Inc. Retirement Savings and Employee Stock Ownership Plan

Notes to Financial Statements

December 31, 2024 and 2023

annually, and participants must have been an active employee at any point during the plan year to be eligible for their earnings' portion of the annual employer discretionary contribution.

Under IRC limitations, a participant's eligible compensation is capped at \$345,000 in 2024. Total participant and employer contributions to the Plan are subject to overall limits as defined in the IRC.

Allocation of the 2024 annual contribution to participants' accounts totals 149,571 shares valued at \$4,457,228, and all are presented as a contribution receivable at December 31, 2024. Allocation of the 2023 annual contribution to participants' accounts totaled 224,602 shares valued at \$5,547,657, of which 122,866 shares or \$3,034,778 is a contribution receivable at December 31, 2023. The allocation of the annual discretionary contribution to eligible participants' accounts was made in March of the subsequent Plan year for 2025.

Forfeitures

To the extent available, the cash portion of forfeited nonvested accounts is used to pay the current plan year expenses and/or payment of the Company's discretionary contributions. Total cash forfeitures were \$0 at December 31, 2024 and 2023.

Forfeitures of Company stock are allocated on an annual basis to participant accounts as part of the Company's discretionary contribution. In 2024, 41,269 shares of Company common stock, valued at \$1,229,827, were forfeited from the nonvested accounts of former participants and were fully allocated to eligible participant accounts as part of the annual discretionary contribution allocation, which occurred in 2025.

Participant Accounts

Each participant's account is credited with the participant's elective and rollover contributions and an allocation of the Company's discretionary contributions plus forfeitures and realized and unrealized investment earnings, and charged with withdrawals and distributions and realized and unrealized investment losses based on compensation or account balances, as applicable. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account. Participants may self-direct the investment of their Plan accounts, except for shares of Company stock allocated to their Plan accounts, within a group of investment funds and/or a brokerage option which consists of common stock and exchange traded funds.

Vesting

Participants are immediately vested in their elective contributions plus actual earnings thereon. Vesting in the Company's discretionary contribution of cash or Company stock is based on years of service as calculated under the Plan's provisions. Vesting starts at 25% after two years of service and increases by an additional 25% per year, with 100% vesting after five years of service.

Notes Receivable From Participants

Participants may borrow from their accounts a minimum of \$1,000 up to a maximum equal to the lesser of \$50,000 or 50% of the value of the participants' vested interest in their accounts. However, participants may not borrow from their Company stock account. Loan terms range from one to five years. The loans are secured by the balance in the participant's account and bear interest at a rate as determined by the Plan's Joint Administrative Committee (the "Committee"). The interest rates on outstanding loans range from 4.25% to 9.50%. Principal and interest are paid ratably through payroll deductions. Participants are charged \$40 for loan origination fees (Note 8). No allowance for credit losses has been recorded as of December 31, 2024 and 2023.

Weston Solutions, Inc. Retirement Savings and Employee Stock Ownership Plan

Notes to Financial Statements

December 31, 2024 and 2023

Payment of Benefits

On termination of service, a participant may elect to receive an amount equal to the value of the participant's noncompany stock vested interest in his or her account, in a lump sum payment or periodic payments. Terminated participants aged 65 or older, terminated disabled participants, and beneficiaries of deceased participants may elect to liquidate Company stock whereby the Company repurchases the Company stock allocated to their account at the most recent valuation for the period in which the election is submitted. After liquidation, participants may elect to either receive a distribution of the cash proceeds from the Company stock or reinvest the proceeds in participant directed accounts. Liquidations for the year ended December 31, 2024 were \$10,988,984, and were recorded in the liquidations and diversifications line on the Statement of Changes in Net Assets Available for Benefits. Participants should refer to the Summary Plan Description for a complete description of this process.

A participant may also elect to receive in-service distributions under the Plan upon attainment of age 59-1/2. The Plan has implemented the required minimum distribution requirement established under the Consolidated Appropriations Act of 2023, which includes Setting Every Community Up for Retirement Enhancement 2.0 Act (the SECURE 2.0 Act), which allowed participants the option to defer payments of retirement benefits to age 73 was effective beginning January 1, 2023.

Further, participants who incur a financial hardship as described in the Plan may withdraw their elective contributions to the extent necessary to eliminate the hardship. In addition, participants who meet participation and vesting requirements set forth in the Plan may elect to withdraw amounts in his or her matching account derived from Company contributions that were made with respect to their pay dates prior to June 9, 2001. Participants may also withdraw any funds that were rolled over into their account.

Diversification

Subject to Board approval, the Plan allows eligible participants to request diversification of their holdings by divesting their interest in Company stock as follows: Effective January 1, 2024, participants who attained the age of 55 as of the previous Plan year end and are 100% vested are eligible to request diversification of 25% (20% prior to January 1, 2024) of their Company stock investment. In the last year of eligibility, participants may request diversification of 50% of their Company stock investment. Participants may request diversification of an additional 20% of their Company stock investment each year up to the age of 59, at which time, participants can request diversification of 100% of their Company stock investment. The Board determines each year whether a diversification election will be available for that year. If an election is available, each participant who is eligible to make a diversification election shall be notified by the Company and given an opportunity to make the election. Diversifications can be approved for any calendar quarter. During 2024, the Board approved diversifications of \$15,000,000 of which \$2,331,220 were executed, and were recorded in the liquidations and diversifications line on the Statement of Changes in Net Assets Available for Benefits. Participants should refer to the Summary Plan Description for a more complete description of the Plan's provisions.

2. Summary of Significant Accounting Policies

Basis of Presentation

The financial statements of the Plan are prepared on the accrual basis of accounting.

Weston Solutions, Inc. Retirement Savings and Employee Stock Ownership Plan

Notes to Financial Statements

December 31, 2024 and 2023

Use of Estimates

The preparation of financial statements in conformity with generally accepted accounting principles (GAAP) requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and changes therein and disclosure of contingent assets and liabilities. Actual results could differ from those estimates.

Investment Valuation and Income Recognition

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

The common/collective trust (CCT) fund is valued at fair value at NAV practical expedient. The NAV, as provided by the Vanguard, the trustee of the investments other than the Company stock, is used as a practical expedient to estimate fair value. The NAV is based on the fair value of the underlying investments held by the fund less its liabilities. This practical expedient is not used when it is determined to be probable that the fund will sell the investment for an amount different than the reported NAV. Participant transactions (purchases and sales) may occur daily. Were the Plan to initiate a full redemption of the common collective trust, the investment advisor reserves the right to temporarily delay withdrawal from the trust in order to ensure that securities liquidations will be carried out in an orderly business manner. There are no unfunded commitments with respect to these investments, however, they may be subject to redemption restrictions, at Vanguard's discretion, to the extent that it is determined such actions would disrupt management of the fund.

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

Notes Receivable From Participants

Notes receivable from participants are measured at their unpaid principal balance plus any accrued but unpaid interest. Delinquent participant loans are reclassified as distributions based upon the terms of the Plan document.

Payment of Benefits

Benefits are recorded when paid.

3. Information Certified by Trustees

The Plan Administrator has elected the method of compliance permitted by 29 CFR 2520.103-8 of the Department of Labor's ("DOL") Rules and Regulations for Reporting and Disclosure under the ERISA. All of the Plan's assets as of December 31, 2024 and 2023, other than shares of Company stock, were held by Vanguard Fiduciary Trust Company, trustee. All of the Company stock held by the Plan was held by GreatBanc Trust Company, trustee. Accordingly, investment amounts, including notes receivable from participants, on the Statements of Net Assets Available for Benefits as of December 31, 2024 and 2023, investment income (including net appreciation/depreciation in fair value of investments, interest, dividends, and interest income from participant notes receivable) on the Statement of Changes in Net Assets Available for Benefits for the year ended December 31, 2024, related investment information in the notes to the financial statements and information

Weston Solutions, Inc. Retirement Savings and Employee Stock Ownership Plan

Notes to Financial Statements

December 31, 2024 and 2023

included in the accompanying supplemental schedule required by ERISA have been certified as complete and accurate by Vanguard Fiduciary Trust Company (the trustee certifying all investments other than WES Holdings, Inc. Common Stock) and GreatBanc Trust Company (the trustee certifying nonparticipant directed investments in WES Holdings, Inc. Common Stock) in accordance with DOL Regulations 29 CFR 2520.103-8.

	2024	2023
Investments, at fair value	\$ 540,666,294	\$ 541,177,566
Notes receivable from participants	1,586,182	1,638,405
Net appreciation in fair value of participant directed investments	37,509,390	
Net appreciation in fair value of nonparticipant directed investments	13,129,435	
Interest and dividends	21,647,015	
Interest income from participant notes receivable	123,196	

4. Fair Value Measurements

The Financial Accounting Standards Board (“FASB”) Accounting Standards Codification (ASC 820, *Fair Value Measurement and Disclosures*) establishes a framework for measuring fair value and expands disclosures about fair value measurements in financial statements. That framework provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1 measurements) and the lowest priority to unobservable inputs (Level 3 measurements). The three levels of the fair value hierarchy under ASC 820 are described below:

- Level 1 Inputs to the valuation methodology are unadjusted quoted prices for identical assets or liabilities in active markets that the Plan has the ability to access.
- Level 2 Inputs to the valuation methodology include:
- Quoted prices for similar assets or liabilities in active markets;
 - Quoted prices for identical or similar assets or liabilities in inactive markets;
 - Inputs other than quoted prices that are observable for the asset or liability;
 - Inputs that are derived principally from or corroborated by observable market data by correlation or other means.
 - If the asset or liability has a specified (contractual) term, the Level 2 input must be observable for substantially the full term of the asset or liability.
- Level 3 Inputs to the valuation methodology are unobservable and significant to the fair value measurement.

Weston Solutions, Inc. Retirement Savings and Employee Stock Ownership Plan

Notes to Financial Statements

December 31, 2024 and 2023

The asset or liability's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques used need to maximize the use of observable inputs and minimize the use of unobservable inputs. The following is a description of the valuation methodologies used for assets measured at fair value at December 31, 2024 and 2023.

Registered Investment Companies (Mutual Funds)

Valued at the net asset value ("NAV") of shares held by the Plan. Mutual funds are traded daily on an active exchange and are valued primarily on the basis of market quotations.

Self-Directed Brokerage Option: Common Stock / Exchange Traded Funds

Valued using the closing price from the appropriate exchange.

WES Holdings, Inc. Common Stock

For 2024 and 2023, WES Holdings, Inc. Common Stock, and Weston Solutions Inc. Common Stock, respectively, are valued at fair value on a semi-annual basis, as determined by an independent valuation firm selected by GreatBanc Trust Company, the trustee. These valuations are based upon a combination of the market and income valuation techniques consistent with prior years. The valuation firm considered the economic outlook, earning capacity, fair value of Company assets and liabilities and market comparables. A discount for marketability was also considered.

The methods described above may produce a fair value calculation that may not be indicative of net realizable value or reflective of future fair values. Furthermore, while 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. There have been no changes in the methodologies from 2023 to 2024.

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

	Investments at Fair Value as of December 31, 2024			
	Level 1	Level 2	Level 3	Total
Registered investment companies (mutual funds)	\$ 447,885,482	\$ -	\$ -	\$ 447,885,482
Self directed brokerage option	7,526,770	-	-	7,526,770
WES Holdings, Inc. common stock	-	-	74,385,877	74,385,877
	<u>\$ 455,412,252</u>	<u>\$ -</u>	<u>\$ 74,385,877</u>	<u>529,798,129</u>
Common collective trust ^(a)				<u>10,868,165</u>
Total investments at fair value				<u>\$ 540,666,294</u>

Weston Solutions, Inc. Retirement Savings and Employee Stock Ownership Plan

Notes to Financial Statements

December 31, 2024 and 2023

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

	Investments at Fair Value as of December 31, 2023			
	Level 1	Level 2	Level 3	Total
Registered investment companies (mutual funds)	\$ 447,820,432	\$ -	\$ -	\$ 447,820,432
Self directed brokerage option	6,705,172	-	-	6,705,172
Weston Solutions, Inc. common stock	-	-	71,541,868	71,541,868
	<u>\$ 454,525,604</u>	<u>\$ -</u>	<u>\$ 71,541,868</u>	<u>526,067,472</u>
Common collective trust ^(a)				15,110,094
Total investments at fair value				<u>\$ 541,177,566</u>

(a) In accordance with ASC 820 certain investments reported at fair value using the net asset value practical expedient have been excluded from the fair value hierarchy. The fair value amounts presented in this table are intended to act as a reconciliation of the fair value hierarchy to the amounts presented in the statements of net assets available for benefit. See Note 2 for further information. The Plan reports the common collective trust investments using the net asset value per share, as a practical expedient, as determined by investment managers.

The table below sets forth a summary of changes in the fair value of the Plan's Level 3 investments for the year ended December 31, 2024:

	WES Holdings, Inc. Common Stock
Balance at beginning of year	\$ 71,541,868
Net appreciation of investments still held at reporting date	13,129,435
Fair value of shares contributed	3,034,778
Liquidations and diversifications	<u>(13,320,204)</u>
Balance at end of year	<u>\$ 74,385,877</u>

5. Related Party and Party-In-Interest Transactions

Certain Plan investments are shares of registered investment companies and a common/collective trust managed by Vanguard Fiduciary Trust Company. Vanguard Fiduciary Trust Company is the record keeper and trustee of the Plan's investments (with the exception of the WES Holdings, Inc. Common Stock) and, as such, is a party-in-interest of the Plan. The Plan paid approximately \$3,075 in fees in 2024 to Vanguard Fiduciary Trust Company for loan administration fees.

GreatBanc Trust Company is the trustee of the WES Holdings, Inc. Common Stock and is a party-in-interest of the Plan. The Company makes contributions in the form of common stock to the Plan and is also a party-in-interest of the Plan. During 2024, the Company contributed 122,866 shares valued at \$3,034,778. At December 31, 2024 and 2023, there were contribution receivables due to the Plan from the Company of 149,571 shares or \$4,457,228 and 122,866

Weston Solutions, Inc. Retirement Savings and Employee Stock Ownership Plan

Notes to Financial Statements

December 31, 2024 and 2023

shares or \$3,034,778, respectively. The Plan held 2,645,742 and 3,019,296 shares of Company Common Stock at December 31, 2024 and 2023.

The Plan is interpreted and administered by the Administrative Committee of the Weston Solutions, Inc. Employee Benefit Plans comprised entirely of the Company's management.

6. Plan Termination

Although it has not expressed any intent to do so, the Company has the right under the Plan to discontinue its contributions at any time and to terminate the Plan subject to the provisions of ERISA. In the event of Plan termination, participants will become 100% vested in their accounts.

7. Tax Status

The Plan obtained its latest determination letter on December 13, 2017, in which the Internal Revenue Service stated that the form of the Plan was in compliance with the applicable requirements of the Internal Revenue Code. The Plan has been amended and restated since receiving the determination letter. However, the Plan administrator believes that the Plan is currently designed and being operated in compliance with the applicable requirements of the IRC, and therefore believes the Plan is qualified and the related trusts are tax-exempt.

Accounting principles generally accepted in the United States of America require plan management to evaluate tax positions taken by the Plan and recognize a tax liability (or asset) if the Plan has taken an uncertain position that more likely than not would not be sustained upon examination by the Internal Revenue Service. The Plan administrator has analyzed the tax positions by the Plan, and has concluded that as of December 31, 2024 and 2023, there are no uncertain positions taken or expected to be taken that would require recognition of a liability (or asset) or disclosure in the financial statements. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits in progress for any tax period. The Plan administrator believes it is not subject to income tax examinations for years prior to 2021.

8. Plan Expenses

The Plan's expenses are paid either by the Plan or the Company, as provided by the Plan document. Expenses that are paid directly by the Company are excluded from these financial statements. Certain expenses incurred in connection with the general administration of the Plan that are paid by the Plan are recorded as deductions in the accompanying Statement of Changes in Net Assets Available for Benefits. In addition, certain investment-related expenses are included in net appreciation (depreciation) of fair value of investments presented in the accompanying Statement of Changes in Net Assets Available for Benefits.

Currently, the Plan pays for administrative expenses to the extent of available cash forfeitures. The Company pays administrative expenses in excess of cash forfeitures, if any, except for participant loan and redemption fees that are paid by the participants. Administrative expenses of the Plan totaled \$265,221 for the year ended December 31, 2024, of which \$263,101 was paid by the Company, \$2,120 was paid by Plan participants (Note 1), and none of which were paid by cash forfeitures.

**Weston Solutions, Inc. Retirement Savings and Employee Stock
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9. Reconciliation of Financial Statements to Form 5500

The following is a reconciliation of Net Assets Available for Benefits per the financial statements at December 31, 2024 and 2023 to the Form 5500:

	2024	2023
Net assets available for benefits per the financial statements	\$ 546,709,704	\$ 545,850,749
Fair value adjustment	<u>(678,087)</u>	<u>(881,672)</u>
Net assets available for benefits per the Form 5500	<u>\$ 546,031,616</u>	<u>\$ 544,969,077</u>

The following is a reconciliation of the net increase in Net Assets Available for Benefits per the financial statements for the year ended December 31, 2024 to the Form 5500:

Net increase in net assets available for benefits per the financial statements	\$ 858,955
2024 fair value adjustment	(678,087)
2023 fair value adjustment	<u>881,672</u>
Net decrease per the Form 5500	<u>\$ 1,062,540</u>

10. Risks and Uncertainties

The Plan provides for various investment options which include assorted registered investment companies (mutual funds), a common/collective trust, a brokerage option (which includes exchange-traded funds and common stock), and Company stock. Accordingly, Plan participants' accounts that hold shares of the Plan sponsor's Company stock, as well as the other investments, are exposed to market risk in the event of a significant decline in the value of such investment. Investment securities are exposed to various risks, such as interest rate, market, and credit risk. Market values of investments may decline for a number of reasons, including changes in prevailing market and interest rates, increases of defaults, credit rating downgrades, a global pandemic, international conflict, tariffs or trade wars. 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 changes in risks in the near term would 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.

11. Concentration of Risk

Discretionary contributions made by the Plan sponsor are made in the form of Company stock. The Company stock comprised approximately 14%, or \$74,385,877, and approximately 13%, or \$71,541,868, of total investments held at December 31, 2024 and 2023, respectively. Due to this concentration of risk, certain events could have a material impact on participants' account balances.

**Weston Solutions, Inc. Retirement Savings and Employee Stock
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12. Subsequent Events

The Plan's management has evaluated all activity of the Plan through October 10, 2025, the date the financial statements were available for issuance and concluded that there are no additional subsequent events that are required to be reflected in the Plan's financial statements and disclosures.

Supplemental Schedule Required by ERISA

**Weston Solutions, Inc. Retirement Savings and Employee Stock
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Form 5500 Schedule H, Line 4i: Schedule of Assets (Held at End of Year)
December 31, 2024

Identity of Issue	Description of Investments	Cost	Current Value
* Vanguard Windsor Fund	Registered Investment Company	**	\$ 51,008,431
* Vanguard 500 Index Fund Investor Shares	Registered Investment Company	**	77,798,943
* Vanguard STAR Fund	Registered Investment Company	**	23,524,628
* Vanguard Cash Reserves Federal MM Fund Admiral Shares	Registered Investment Company	**	13,457,148
* Vanguard Explorer Fund	Registered Investment Company	**	30,433,979
* Vanguard Total Bond Market Index Fund	Registered Investment Company	**	18,800,749
* Vanguard International Value Fund	Registered Investment Company	**	6,204,981
* Vanguard Windsor II Fund	Registered Investment Company	**	11,379,395
* Vanguard Inflation-Protected Securities Fund	Registered Investment Company	**	4,408,853
* Vanguard Total Stock Market Index Fund	Registered Investment Company	**	15,415,012
* Vanguard U.S. Growth Fund	Registered Investment Company	**	27,330,813
* Vanguard Extended Market Index Fund Investor Shs	Registered Investment Company	**	9,205,747
* Vanguard Total International Stock Index Fund	Registered Investment Company	**	5,267,117
* Vanguard Short-term Federal Fund	Registered Investment Company	**	4,201,997
* Vanguard REIT Index Fund	Registered Investment Company	**	2,929,708
* Vanguard Small-Cap Value Index Fund	Registered Investment Company	**	3,893,089
* Vanguard Selected Value Fund	Registered Investment Company	**	2,362,205
* Vanguard Target Retirement Income	Registered Investment Company	**	5,047,845
* Vanguard Target Retirement 2020 Fund	Registered Investment Company	**	9,955,310
* Vanguard Target Retirement 2025 Fund	Registered Investment Company	**	28,426,257
* Vanguard Target Retirement 2030 Fund	Registered Investment Company	**	25,101,193
* Vanguard Target Retirement 2035 Fund	Registered Investment Company	**	23,152,361
* Vanguard Target Retirement 2040 Fund	Registered Investment Company	**	16,337,152
* Vanguard Target Retirement 2045 Fund	Registered Investment Company	**	13,976,451
* Vanguard Target Retirement 2050 Fund	Registered Investment Company	**	8,189,337
* Vanguard Target Retirement 2055 Fund	Registered Investment Company	**	6,564,540
* Vanguard Target Retirement 2060 Fund	Registered Investment Company	**	2,943,736
* Vanguard Target Retirement 2065 Fund	Registered Investment Company	**	538,021
* Vanguard Target Retirement 2070 Fund	Registered Investment Company	**	30,482
* VGI Brokerage Option	Vanguard Brokerage Option	**	7,526,769
* Vanguard Retirement Savings Trust	Common Collective Trust	**	10,190,076
* Participant Loans	Participant loans, with interest rates ranging from 4.25% and 9.50%	**	1,586,182
*/***WES Holdings, Inc. Common Stock	Company Stock, 2,645,742 shares	<u>32,798,797</u>	<u>74,385,877</u>
Total investments held by the Plan		<u>\$ 32,798,797</u>	<u>\$ 541,574,385</u>

* A party-in-interest as defined by ERISA.

** Cost is not required for participant directed investments.

*** WES Holdings, Inc. Common Stock has been certified by GreatBanc Trust Company, the Trustee of the Plan

The information above has been certified as complete and accurate by Vanguard Fiduciary Trust Company, and GreatBanc Trust Company, the Trustees of the Plan.