

<p style="text-align: center;">Form 5500</p> <p style="font-size: small;">Department of the Treasury Internal Revenue Service</p> <hr/> <p style="font-size: small;">Department of Labor Employee Benefits Security Administration</p> <hr/> <p style="font-size: x-small;">Pension Benefit Guaranty Corporation</p>	<p>Annual Return/Report of Employee Benefit Plan</p> <p style="font-size: x-small;">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).</p> <p style="text-align: center;">▶ Complete all entries in accordance with the instructions to the Form 5500.</p>	<p style="font-size: x-small;">OMB Nos. 1210-0110 1210-0089</p> <hr/> <p style="font-size: large; font-weight: bold; text-align: center;">2024</p> <hr/> <p style="text-align: center; font-weight: bold;">This Form is Open to Public Inspection</p>
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Part I Annual Report Identification Information
 For calendar plan year 2024 or fiscal plan year beginning 07/01/2024 and ending 06/30/2025

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

a single-employer plan a DFE (specify) _____

B This return/report is: the first return/report the final return/report

an amended return/report a short plan year return/report (less than 12 months)

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

D Check box if filing under: Form 5558 automatic extension the DFVC program

special extension (enter description)

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

Part II Basic Plan Information—enter all requested information

<p>1a Name of plan <u>IRONDALE INDUSTRIAL CONTRACTORS, INC. EMPLOYEE STOCK OWNERSHIP PLAN</u></p>	<p>1b Three-digit plan number (PN) ▶ <u>002</u></p>
<p>2a Plan sponsor's name (employer, if for a single-employer plan) Mailing address (include room, apt., suite no. and street, or P.O. Box) City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions) <u>IRONDALE INDUSTRIAL CONTRACTORS, INC.</u></p> <p><u>P.O. BOX 100099</u> <u>BIRMINGHAM, AL 35210-0099</u></p>	<p>1c Effective date of plan <u>07/01/2005</u></p> <p>2b Employer Identification Number (EIN) <u>63-1025291</u></p> <p>2c Plan Sponsor's telephone number <u>205-956-4509</u></p> <p>2d Business code (see instructions) <u>236200</u></p>

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

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

SIGN HERE	Filed with authorized/valid electronic signature.	03/16/2026	JOEY HARRIS
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE	Filed with authorized/valid electronic signature.	03/16/2026	JOEY HARRIS
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

3a Plan administrator's name and address <input checked="" type="checkbox"/> Same as Plan Sponsor	3b Administrator's EIN	
	3c Administrator's telephone number	
4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report: a Sponsor's name c Plan Name	4b EIN	
	4d PN	
5 Total number of participants at the beginning of the plan year	5	125
6 Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines 6a(1) , 6a(2) , 6b , 6c , and 6d). a(1) Total number of active participants at the beginning of the plan year a(2) Total number of active participants at the end of the plan year b Retired or separated participants receiving benefits..... c Other retired or separated participants entitled to future benefits d Subtotal. Add lines 6a(2) , 6b , and 6c e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits. f Total. Add lines 6d and 6e g(1) Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item) g(2) Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item) h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested.....	6a(1)	58
	6a(2)	58
	6b	16
	6c	53
	6d	127
	6e	1
	6f	128
	6g(1)	116
	6g(2)	125
6h	1	
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:
2P 2Q 3I

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

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

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

a Pension Schedules

- (1) **R** (Retirement Plan Information)
- (2) **MB** (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary
- (3) **SB** (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary
- (4) **DCG** (Individual Plan Information) – Number Attached 0
- (5) **MEP** (Multiple-Employer Retirement Plan Information)

b General Schedules

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

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

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

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

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

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

Receipt Confirmation Code _____

SCHEDULE C (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	Service Provider Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ File as an attachment to Form 5500.	<small>OMB No. 1210-0110</small> 2024 This Form is Open to Public Inspection.
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For calendar plan year 2024 or fiscal plan year beginning **07/01/2024** and ending **06/30/2025**

A Name of plan IRONDALE INDUSTRIAL CONTRACTORS, INC. EMPLOYEE STOCK OWNERSHIP PLAN	B Three-digit plan number (PN) ▶	002
C Plan sponsor's name as shown on line 2a of Form 5500 IRONDALE INDUSTRIAL CONTRACTORS, INC.	D Employer Identification Number (EIN) 63-1025291	

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

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

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

(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"/>

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

Part II Service Providers Who Fail or Refuse to Provide Information

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

(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
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(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 H (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	Financial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500.	<small>OMB No. 1210-0110</small> 2024 This Form is Open to Public Inspection
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For calendar plan year 2024 or fiscal plan year beginning 07/01/2024 and ending 06/30/2025	
A Name of plan IRONDALE INDUSTRIAL CONTRACTORS, INC. EMPLOYEE STOCK OWNERSHIP PLAN	B Three-digit plan number (PN) ▶ 002
C Plan sponsor's name as shown on line 2a of Form 5500 IRONDALE INDUSTRIAL CONTRACTORS, INC.	D Employer Identification Number (EIN) 63-1025291

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

Assets	(a) Beginning of Year	(b) End of Year
a Total noninterest-bearing cash	1a	
b Receivables (less allowance for doubtful accounts):		
(1) Employer contributions	1b(1)	2
(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)	30812
(2) U.S. Government securities	1c(2)	
(3) Corporate debt instruments (other than employer securities):		
(A) Preferred	1c(3)(A)	
(B) All other	1c(3)(B)	
(4) Corporate stocks (other than employer securities):		
(A) Preferred	1c(4)(A)	
(B) Common	1c(4)(B)	
(5) Partnership/joint venture interests	1c(5)	
(6) Real estate (other than employer real property)	1c(6)	
(7) Loans (other than to participants)	1c(7)	
(8) Participant loans	1c(8)	
(9) Value of interest in common/collective trusts	1c(9)	
(10) Value of interest in pooled separate accounts	1c(10)	
(11) Value of interest in master trust investment accounts	1c(11)	
(12) Value of interest in 103-12 investment entities	1c(12)	
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)	
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)	
(15) Other	1c(15)	

1d Employer-related investments:		(a) Beginning of Year	(b) End of Year
(1) Employer securities.....	1d(1)	15974823	22282839
(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	16005637	22313588
Liabilities			
g Benefit claims payable.....	1g	1476	3418
h Operating payables.....	1h		
i Acquisition indebtedness.....	1i		
j Other liabilities.....	1j	5240908	4714423
k Total liabilities (add all amounts in lines 1g through 1j).....	1k	5242384	4717841
Net Assets			
l Net assets (subtract line 1k from line 1f).....	1l	10763253	17595747

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)	657508	
(B) Participants.....	2a(1)(B)		
(C) Others (including rollovers).....	2a(1)(C)		
(2) Noncash contributions.....	2a(2)		
(3) Total contributions. Add lines 2a(1)(A) , (B) , (C) , and line 2a(2)	2a(3)		657508
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit).....	2b(1)(A)	1411	
(B) U.S. Government securities.....	2b(1)(B)		
(C) Corporate debt instruments.....	2b(1)(C)		
(D) Loans (other than to participants).....	2b(1)(D)		
(E) Participant loans.....	2b(1)(E)		
(F) Other.....	2b(1)(F)		
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		1411
(2) Dividends:			
(A) Preferred stock.....	2b(2)(A)		
(B) Common stock.....	2b(2)(B)		
(C) Registered investment company shares (e.g. mutual funds).....	2b(2)(C)		
(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)		0
(3) Rents.....	2b(3)		
(4) Net gain (loss) on sale of assets:			
(A) Aggregate proceeds.....	2b(4)(A)		
(B) Aggregate carrying amount (see instructions).....	2b(4)(B)		
(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result.....	2b(4)(C)		
(5) Unrealized appreciation (depreciation) of assets:			
(A) Real estate.....	2b(5)(A)		
(B) Other.....	2b(5)(B)	6861101	
(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B)	2b(5)(C)		

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts	2b(6)		
(7) Net investment gain (loss) from pooled separate accounts	2b(7)		
(8) Net investment gain (loss) from master trust investment accounts	2b(8)		
(9) Net investment gain (loss) from 103-12 investment entities	2b(9)		
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		
c Other income	2c		
d Total income. Add all income amounts in column (b) and enter total.....	2d		7520020

Expenses

e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers.....	2e(1)	556503	
(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)		556503
f Corrective distributions (see instructions)	2f		
g Certain deemed distributions of participant loans (see instructions).....	2g		
h Interest expense.....	2h		131023
i Administrative expenses:			
(1) Salaries and allowances	2i(1)		
(2) Contract administrator fees	2i(2)		
(3) Recordkeeping fees	2i(3)		
(4) IQPA audit fees	2i(4)		
(5) Investment advisory and investment management fees	2i(5)		
(6) Bank or trust company trustee/custodial fees	2i(6)		
(7) Actuarial fees	2i(7)		
(8) Legal fees	2i(8)		
(9) Valuation/appraisal fees	2i(9)		
(10) Other trustee fees and expenses	2i(10)		
(11) Other expenses.....	2i(11)		
(12) Total administrative expenses. Add lines 2i(1) through (11)	2i(12)		0
j Total expenses. Add all expense amounts in column (b) and enter total.....	2j		687526

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d	2k		6832494
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: **COULTER & JUSTUS, P.C.**

(2) EIN: **62-1532536**

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		1400000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?		X	
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?		X	
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?		X	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	X		
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)		X	
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?		X	
l Has the plan failed to provide any benefit when due under the plan?		X	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)		X	
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.			

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

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

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

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

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

For calendar plan year 2024 or fiscal plan year beginning 07/01/2024 and ending 06/30/2025

A Name of plan <u>IRONDALE INDUSTRIAL CONTRACTORS, INC. EMPLOYEE STOCK OWNERSHIP PLAN</u>	B Three-digit plan number (PN) ▶	<u>002</u>
C Plan sponsor's name as shown on line 2a of Form 5500 <u>IRONDALE INDUSTRIAL CONTRACTORS, INC.</u>	D Employer Identification Number (EIN) <u>63-1025291</u>	

Part I	Distributions
---------------	----------------------

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

1 Total value of distributions paid in property other than in cash or the forms of property specified in the instructions.....

1	<u>553084</u>
---	---------------

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): 63-1025291

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

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

3	
---	--

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

4 Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)? Yes No N/A
If the plan is a defined benefit plan, go to line 8.

5 If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instructions and enter the date of the ruling letter granting the waiver. **Date:** Month _____ Day _____ Year _____
If you completed line 5, complete lines 3, 9, and 10 of Schedule MB and do not complete the remainder of this schedule.

6 a Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived)	6a	
b Enter the amount contributed by the employer to the plan for this plan year	6b	
c Subtract the amount in line 6b from the amount in line 6a. Enter the result (enter a minus sign to the left of a negative amount).....	6c	

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

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

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

Part III	Amendments
-----------------	-------------------

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

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

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

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

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

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

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

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

a Name of contributing employer _____

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

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

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

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

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

a Name of contributing employer _____

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

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

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

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

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

a Name of contributing employer _____

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

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

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

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

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

a Name of contributing employer _____

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

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

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

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

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

a Name of contributing employer _____

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

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

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

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

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

a Name of contributing employer _____

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

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

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

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

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

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

a The current plan year. Check the box to indicate the counting method used to determine the number of inactive participants: <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 _____.

Financial Statements
and Supplemental Schedule

Irondale Industrial Contractors, Inc.
Employee Stock Ownership Plan

*As of June 30, 2025 and 2024,
and for the year ended June 30, 2025
with Independent Auditor's Report*

Irondale Industrial Contractors, Inc. Employee Stock Ownership Plan

Financial Statements
and Supplemental Schedule

As of June 30, 2025 and 2024,
and for the year ended June 30, 2025

Contents

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Independent Auditor's Report

Administrative Committee
Irondale Industrial Contractors, Inc. Employee Stock Ownership Plan

Opinion

We have audited the financial statements of Irondale Industrial Contractors, Inc. Employee Stock Ownership Plan (the Plan), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), which comprise the statements of net assets available for benefits as of June 30, 2025 and 2024, and the related statement of changes in net assets available for benefits for the year ended June 30, 2025, and the related notes to the financial statements.

In our opinion, the accompanying financial statements present fairly, in all material respects, the net assets available for benefits of the Plan as of June 30, 2025 and 2024, and the changes in its net assets available for benefits for the year ended June 30, 2025 in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinion

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

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

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

Administrative Committee
Irontale Industrial Contractors, Inc. Employee Stock Ownership Plan

Auditor's Responsibilities for the Audit of the Financial Statements

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

In performing an audit in accordance with GAAS, we:

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

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

Our audits were conducted for the purpose of forming an opinion on the financial statements as a whole. The supplemental Schedule of Assets (Held at End of Year) 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 (DOL) Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information has been subjected to the auditing procedures applied in the audits of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS.

Administrative Committee
Irontale Industrial Contractors, Inc. Employee Stock Ownership Plan

Other Matter—Supplemental Schedule Required by ERISA (continued)

In forming our opinion on the supplemental schedule, we evaluated whether the supplemental schedule, including its form and content, is presented in conformity with the DOL's Rules and Regulations for Reporting and Disclosure under ERISA.

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

Coulter & Justus, P.C.

Coulter & Justus, P.C.

Knoxville, Tennessee
March 12, 2026

Irondale Industrial Contractors, Inc. Employee Stock Ownership Plan

Statements of Net Assets Available for Benefits

	June 30, 2025			June 30, 2024		
	Allocated	Unallocated	Total	Allocated	Unallocated	Total
Assets						
Money market fund	\$ 30,749	\$ -	\$ 30,749	\$ 30,812	\$ -	\$ 30,812
Investment in Irondale Industrial Contractors, Inc. Class B Common Stock, at fair value	14,317,839	7,965,000	22,282,839	9,773,261	6,201,562	15,974,823
Employer contribution receivable	-	-	-	2	-	2
Total assets	<u>14,348,588</u>	<u>7,965,000</u>	<u>22,313,588</u>	<u>9,804,075</u>	<u>6,201,562</u>	<u>16,005,637</u>
Liabilities						
Expenses payable	3,418	-	3,418	1,476	-	1,476
Note payable	-	4,714,423	4,714,423	-	5,240,908	5,240,908
Total liabilities	<u>3,418</u>	<u>4,714,423</u>	<u>4,717,841</u>	<u>1,476</u>	<u>5,240,908</u>	<u>5,242,384</u>
Net assets available for benefits	<u>\$ 14,345,170</u>	<u>\$ 3,250,577</u>	<u>\$ 17,595,747</u>	<u>\$ 9,802,599</u>	<u>\$ 960,654</u>	<u>\$ 10,763,253</u>

See accompanying Notes to Financial Statements.

Irondale Industrial Contractors, Inc. Employee Stock Ownership Plan

Statement of Changes in Net Assets Available for Benefits

Year ended June 30, 2025

	<u>Allocated</u>	<u>Unallocated</u>	<u>Total</u>
Additions			
Net appreciation in fair value of Irondale Industrial Contractors, Inc. Class B Common Stock	\$ 4,102,038	\$ 2,759,063	\$ 6,861,101
Interest income	1,411	-	1,411
Employer contributions	-	657,508	657,508
Allocation of 31,250 shares of Irondale Industrial Contractors, Inc. Class B Common Stock, at fair value	995,625	-	995,625
Total additions	<u>5,099,074</u>	<u>3,416,571</u>	<u>8,515,645</u>
Deductions			
Interest expense	-	131,023	131,023
Distributions to participants	556,503	-	556,503
Allocation of 31,250 shares of Irondale Industrial Contractors, Inc. Class B Common Stock, at fair value	-	995,625	995,625
Total deductions	<u>556,503</u>	<u>1,126,648</u>	<u>1,683,151</u>
Net increase	<u>4,542,571</u>	<u>2,289,923</u>	<u>6,832,494</u>
Net assets available for benefits at beginning of year	9,802,599	960,654	10,763,253
Net assets available for benefits at end of year	<u>\$ 14,345,170</u>	<u>\$ 3,250,577</u>	<u>\$ 17,595,747</u>

See accompanying Notes to Financial Statements.

Irondale Industrial Contractors, Inc. Employee Stock Ownership Plan

Notes to Financial Statements

June 30, 2025

1. Description of the Plan

General

The following brief description of the Irondale Industrial Contractors, Inc. Employee Stock Ownership Plan (the Plan) is provided for general information purposes only. Participants should refer to the Plan agreement for complete information.

Irondale Industrial Contractors, Inc., (the Company) established the Plan effective July 1, 2005. The Plan operates as a leveraged employee stock ownership plan (ESOP) and is designed to comply with Section 4975(e)(7) and the regulations thereunder of the Internal Revenue Code of 1986, as amended (IRC), and is subject to the applicable provisions of the Employee Retirement Income Security Act of 1974 (ERISA). The Plan is administered by the Administrative Committee (the Committee) appointed by the Company's Board of Directors (the Board). Effective August 1, 2023, the Plan's co-trustees (Trustees), as appointed by the Board, are Nels E. Carlson and Micheal S. Flesch. Alerus Financial, N.A. (Alerus) serves as the custodian of the Plan's assets.

On January 15, 2007, the Plan purchased 300,000 shares of Company Class A Common Stock (Class A Stock) from an existing shareholder of the Company through a note payable totaling \$6,579,000. The note was paid in full on December 28, 2012, and all 300,000 shares were allocated to participants. During 2013, the Class A Stock was converted to Company Class B Common Stock (Company Stock). On June 30, 2013, the Plan purchased 39,000 shares of Company Stock from an existing shareholder of the Company through a note payable totaling \$639,600. The note was paid in full on March 31, 2016, and all 39,000 shares were allocated to participants. Also, on June 30, 2013, the Plan purchased 625,000 shares of Company Stock from an existing shareholder of the Company through a note payable totaling \$10,250,000 (Note Payable) to the Company (Note 5) and held them in a trust established under the Plan. As the Plan makes debt payments, an appropriate percentage of the Company Stock will be allocated to eligible employees' accounts in accordance with the applicable regulations under the IRC.

The Note Payable is collateralized by the unallocated shares of the Company Stock. The Company has no rights against shares of the Company Stock once they are allocated to the participants in accordance with the terms of the Plan. Accordingly, the financial statements of the Plan as of June 30, 2025 and 2024, and for the year ended June 30, 2025, present separately the assets and liabilities and changes therein pertaining to:

- a. The accounts of participants with vested rights in allocated Company Stock (allocated), and
- b. Company Stock not yet allocated to participants (unallocated).

Irondale Industrial Contractors, Inc. Employee Stock Ownership Plan

Notes to Financial Statements (continued)

1. Description of the Plan (continued)

Fiscal Year-End

The Plan operates on a fiscal year ending June 30. All references in these financial statements refer to the fiscal year-end, unless otherwise specified.

Eligibility

Employees of the Company are eligible to participate in the Plan on the first day of January or July after they attain the age of twenty-one and complete one year of service that includes 1,000 hours of service. Employees who do not have at least 1,000 hours of service during such Plan year or are not employed on the last working day of a Plan year are generally not eligible for an allocation of Company contributions for such year.

Contributions

The Company may make discretionary contributions at the option of the Board. The Company made a discretionary contribution of \$657,508 to the Plan during 2025. The Company's contribution enabled the Plan to make its regularly scheduled payments of principal and interest due on its Note Payable (Note 5).

Receivables from the Company for these contributions are unsecured. Contributions by participating employees are not permitted.

Payment of Benefits

Distributions are made in Company Stock. Upon termination of service due to death or retirement, participants are entitled to receive payment of their vested account balance beginning in the period from January 1 to March 31 (Distribution Period) immediately following the event, or during the Distribution Period if the event occurred during such Distribution Period. For termination of service for any reason other than retirement or death, distributions will be made beginning during the Distribution Period no earlier than 50 months after the latest date of termination and no later than 62 months thereafter. Distributions for vested account balances that exceed \$5,000 will be paid in five equal annual installments. One year will be added to the installments for distributions over a designated threshold, as defined in the Plan. Participants with vested account balances of \$5,000 or less will receive distributions as soon as administratively feasible. If the participant's vested account balance is \$5,000 or less, and the participant does not return the distribution election form within 45 days, the vested balance will be automatically rolled into an individual retirement account on the participant's behalf.

While any ESOP Exempt Loan, as defined by the Plan, is outstanding, distribution of shares purchased with the proceeds of such loan may be deferred by the Company until the ESOP Exempt Loan is fully repaid.

Irondale Industrial Contractors, Inc. Employee Stock Ownership Plan
Notes to Financial Statements (continued)

1. Description of the Plan (continued)

Administrative Expenses

As provided in the Plan agreement, administrative expenses may be paid either by the Plan or by the Company. During 2025, no administrative expenses were paid by the Plan.

Voting Rights

The Trustees vote all shares of Company Stock held as part of the Plan assets. Participants are entitled to direct the Trustees, in confidence, to vote the shares of Company Stock allocated to their respective account with respect to the approval or disapproval of certain corporate mergers or consolidations, the recapitalization, reclassification of Company Stock, or the liquidation, dissolution, or sale of substantially all the assets of the Company. The Trustees will vote Company Stock on all other matters and on which no instructions have been received, on which instructions were not received in a timely or proper manner, and which have not been allocated to participants.

Participant Accounts

The Plan is a defined contribution plan under which a separate individual account is established for each participant. Each participant's account is credited as of the last day of each Plan year with an allocation of shares of the Company Stock released by the Trustee from the unallocated account. Participant accounts are charged with an allocation of administrative expenses paid by the Plan, if any.

Allocations of the discretionary contributions are based on a participant's eligible compensation, as defined, relative to total eligible compensation. If any dividends are received by the Plan, the dividends shall be allocated in accordance with the Plan document.

The benefit to which a participant is entitled is the benefit that can be provided from their vested account.

Vesting

Vesting in the Company's discretionary contribution portion of their accounts plus related earnings thereon is based on years of vesting service in which the participants complete 1,000 hours of service, as follows:

<u>Years of Service</u>	<u>Vesting Percentage</u>
Less than 3	0%
3 or more	100%

Irondale Industrial Contractors, Inc. Employee Stock Ownership Plan

Notes to Financial Statements (continued)

1. Description of the Plan (continued)

Put Option

Under federal income tax regulations, the Company Stock that is held by the Plan and its participants and is not readily tradable on an established market, or is subject to trading limitations, includes a put option. The put option is a right to demand that the Company buy any shares of the Company Stock distributed to participants for which there is no market. The put price is representative of the current appraised value of the Company Stock. The put option is exercisable during two periods: (1) the 60 days immediately following the distribution of the Company Stock to the former participant and (2) during the 60 days after the first day of the fifth month of the following year after the next Plan year's appraisal is completed. The purpose of the put option is to ensure the participant has the ability to ultimately obtain cash.

Diversification

Diversification is offered to participants close to retirement so that they may have the opportunity to move part of the value of their investment in the Company Stock into investments which are more diversified. Participants who are at least age 55 with at least ten years of participation in the Plan may elect to diversify a portion of their account. Diversification is offered to each eligible participant over a six-year period. In each of the first 5 years, a participant may diversify up to 25% of the number of shares of the Company Stock allocated to his or her account, less any shares of the Company Stock previously diversified. In the sixth year, the percentage increases to 50%. During 2025, diversification distributions totaled \$25,320.

Forfeitures

Accounts of nonvested participants are forfeited as of the earlier of the last day of the Plan year following distribution of a participant's vested account or the last day of the Plan year in which the participant incurs five consecutive one-year breaks in service. In addition, lost participants at the later of age 62 or normal retirement age, who cannot be located after such due diligence and efforts to locate them have been exhausted pursuant to the Plan, may have their accounts treated as a forfeiture or paid directly to an individual retirement account (IRA). All lost participants prior to age 62 or normal retirement age with accounts not more than \$5,000 may have their accounts treated as a forfeiture or paid directly to an IRA. Forfeited balances can be used to pay eligible Plan expenses, reduce Company contributions, and restore forfeitures to accounts of participants who are subsequently reemployed prior to a break-in-service, as defined by the Plan. Forfeitures not used by the Plan will be allocated to participants eligible to share in contributions in the same proportion that their compensation bears to the total compensation of all such participants. Forfeitures of 444 shares of Company Stock totaling \$14,146 and 2,479 shares of Company Stock totaling \$54,730 were reallocated to Plan participants during 2025 and 2024, respectively.

Irondale Industrial Contractors, Inc. Employee Stock Ownership Plan
Notes to Financial Statements (continued)

2. Significant Accounting Policies

Basis of Accounting

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

Use of Estimates

The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect certain reported amounts and disclosures and changes therein. Accordingly, actual results could differ from those estimates.

Contributions

Contributions from the Company are recorded in the year in which payments are made on the note payable and Company Stock is allocated to eligible participants.

Allocations

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

Investment Valuation and Income Recognition

The shares of Company Stock are reported at fair value. Refer to Note 4 for a discussion of the fair value measurements. Purchases and sales of securities are recorded on a trade-date basis. Net appreciation includes the Plan's gains and losses on investments bought and sold as well as held during the year.

Benefit Payments

Benefits are recorded when paid.

Subsequent Events

The Plan has evaluated subsequent events through March 12, 2026, the date the financials were available to be issued.

Irondale Industrial Contractors, Inc. Employee Stock Ownership Plan

Notes to Financial Statements (continued)

3. Investments

The Plan's investments are as follows as of June 30:

	2025		2024	
	Allocated	Unallocated	Allocated	Unallocated
Company Stock:				
Number of shares	449,399	250,000	443,232	281,250
Cost	\$ 8,190,133	\$4,100,000	\$8,138,218	\$4,612,500
Fair value	\$14,317,839	\$7,965,000	\$9,773,261	\$6,201,562

4. Fair Value Measurements

The framework for measuring fair value 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) and the lowest priority to unobservable inputs (Level 3). The three levels of the fair value hierarchy under FASB ASC 820 are described below:

- Level 1 Inputs to the valuation methodology are unadjusted quoted prices for identical assets or liabilities in active markets the Plan has the ability to access.
- Level 2 Inputs to the 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.

The asset or liability 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 maximize the use of relevant observable inputs and minimize the use of unobservable inputs.

Irondale Industrial Contractors, Inc. Employee Stock Ownership Plan

Notes to Financial Statements (continued)

4. Fair Value Measurements (continued)

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

	Level 1	Level 2	Level 3	Total
2025:				
Money market fund	\$30,749	\$ –	\$ –	\$ 30,749
Company Stock	–	–	22,282,839	22,282,839
Total investments at fair value	<u>\$30,749</u>	<u>\$ –</u>	<u>\$22,282,839</u>	<u>\$22,313,588</u>
2024:				
Money market fund	\$30,812	\$ –	\$ –	\$ 30,812
Company Stock	–	–	15,974,823	15,974,823
Total investments at fair value	<u>\$30,812</u>	<u>\$ –</u>	<u>\$15,974,823</u>	<u>\$16,005,635</u>

The Plan distributed 25,083 shares valued at \$553,085 of the Plan's level 3 assets for the year ended June 30, 2025.

Following is a description of the valuation methodologies used for assets measured at fair value. The estimated fair value of the Company Stock as of June 30, 2025 and 2024 was \$31.86 and \$22.05 per share, respectively. There have been no changes in the methodologies used as of June 30, 2025 and 2024.

The Plan's investment in Company Stock was valued based upon an independent appraisal which was based upon a combination of the merger and acquisition and discounted cash flow methods. The appraiser considered historical and projected cash flow and net income, return on assets, return on equity, market comparables, in addition to, fair value of Company assets and liabilities, as illustrated in the following table. These techniques are coupled with a discount for a lack of control and marketability and applied to the unobservable inputs.

Inputs	2025 Fair Value	2024 Fair Value	Principle Valuation Technique	Unobservable Inputs
Company Stock	\$22,282,839	\$15,974,823	Income	Weighted Average Cost of Capital EBITDA Discount Rate Growth Terminal Value
			Market	Public/non-public comparables Revenue multiples EBITDA multiples

Irondale Industrial Contractors, Inc. Employee Stock Ownership Plan

Notes to Financial Statements (continued)

4. Fair Value Measurements (continued)

The valuation process involves the selection of an appraiser by the Trustees. Plan management accumulates the data for the appraiser from historical and projected financial information of the Company. The appraiser prepares a report of estimated per share value that a participant will receive upon distribution. The Trustees review the report in detail, discuss and approve the release of the report to Plan management. Plan management reviews the inputs used in the report for accuracy, reconciles such information with the financial statements of the Company, recalculates the information in the report and assesses if the determination is accurate.

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

5. Note Payable

During 2013, the Plan entered into a \$10,250,000 term loan agreement with the majority owner of the Company. The proceeds of the note payable were used to purchase 625,000 shares of Company Stock. Unallocated shares are collateral for the note payable. Shares of Company Stock are released from collateral and allocated to participants as payments of principal and interest at 2.50% per annum are made on the term loan agreement. The number of shares of Company Stock released in any year is the number of shares held as collateral, times the ratio of the current year principal and interest payments divided by the total of the current year principal and interest payments, plus all future years' principal and interest payments. This resulted in 31,250 shares being released and allocated to participants in 2025.

The note payable agreement provides for the loan to be repaid over 20 years in annual installments of \$657,508 including interest due annually on June 30. The outstanding balance of the note payable as of June 30, 2025 and 2024, is \$4,714,423 and \$5,240,908, respectively.

The scheduled amortization of the loan for the next five years is as follows as of June 30, 2025:

2026	\$ 539,647
2027	553,139
2028	566,967
2029	581,141
2030	595,670
Thereafter	1,877,859
Total	<u>\$4,714,423</u>

Irondale Industrial Contractors, Inc. Employee Stock Ownership Plan

Notes to Financial Statements (continued)

6. Company Dividends

The Company, at the sole discretion of the Board, may declare and pay dividends on the Company Stock. No dividends were declared and paid during 2025.

7. Related Party and Party-In-Interest Transactions

The Plan invests in Company Stock and has a note payable to the former owner of the Company. These, along with Company contributions, are considered to be both related party and party-in-interest transactions. Although the Company pays all Plan expenses, the Plan has a number of service providers that are considered parties-in-interest under ERISA.

8. Risks and Uncertainties

The Plan investments consist of Company Stock, which is exposed to various risks such as interest rate, market and credit risks, as well as valuation assumptions based on earnings, cash flows and/or other such techniques. Due to the level of risk associated with the investment in Company Stock and to uncertainties inherent in estimates and assumptions, it is at least reasonably possible that changes in the fair value of Company Stock will occur in the near term and that such changes could materially affect the amounts reported in the statements of net assets available for benefits.

9. Plan Termination

The Company reserves the right to terminate the Plan at any time, subject to Plan provisions. Upon termination of the Plan, the Committee directs the Trustee to pay all liabilities and expenses of the ESOP and to sell shares of financed Company Stock held as collateral to the extent it determines such sale to be necessary in order to repay the loan. Subsequently, the interest of each participant in the Plan will be distributed to such participant or his or her beneficiary at the time prescribed by the Plan terms and the IRC.

Irondale Industrial Contractors, Inc. Employee Stock Ownership Plan

Notes to Financial Statements (continued)

10. Income Tax Status

The Plan has received a determination letter from the IRS dated September 3, 2014, stating the Plan is qualified under the IRC and, therefore, the related trust is exempt from taxation. Once qualified, the Plan is required to operate in conformity with the IRC to maintain its qualification. The Plan has been amended since receiving the determination letter. However, the Plan administrator believes the Plan is currently designed, and being operated, in compliance with the applicable requirements of the IRC. Therefore, they believe the Plan is qualified, and the related trust is tax-exempt as of the financial statement date.

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

Irondale Industrial Contractors, Inc. Employee Stock Ownership Plan
Employer Identification Number: 63-1025291; Plan Number: 002

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

June 30, 2025

Identity of Issuer, Borrower Lessor or Similar Party	Description of Investment including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	Cost	Current Value
Investments at fair value:			
*Irondale Industrial Contractors, Inc.	Common Stock, Class B, 699,399 shares	\$ 12,290,133	\$ 22,282,839
Vanguard	Federal Money Market Fund #33	30,749	30,749
Total assets held for investment purposes at end of year		<u>\$ 12,320,882</u>	<u>\$ 22,313,588</u>

* Denotes a party-in-interest to the Plan

Financial Statements
and Supplemental Schedule

Irondale Industrial Contractors, Inc.
Employee Stock Ownership Plan

*As of June 30, 2025 and 2024,
and for the year ended June 30, 2025
with Independent Auditor's Report*

Irondale Industrial Contractors, Inc. Employee Stock Ownership Plan

Financial Statements
and Supplemental Schedule

As of June 30, 2025 and 2024,
and for the year ended June 30, 2025

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Independent Auditor's Report

Administrative Committee
Irondale Industrial Contractors, Inc. Employee Stock Ownership Plan

Opinion

We have audited the financial statements of Irondale Industrial Contractors, Inc. Employee Stock Ownership Plan (the Plan), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), which comprise the statements of net assets available for benefits as of June 30, 2025 and 2024, and the related statement of changes in net assets available for benefits for the year ended June 30, 2025, and the related notes to the financial statements.

In our opinion, the accompanying financial statements present fairly, in all material respects, the net assets available for benefits of the Plan as of June 30, 2025 and 2024, and the changes in its net assets available for benefits for the year ended June 30, 2025 in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinion

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

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

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

Administrative Committee
Irontale Industrial Contractors, Inc. Employee Stock Ownership Plan

Auditor's Responsibilities for the Audit of the Financial Statements

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

In performing an audit in accordance with GAAS, we:

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

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

Our audits were conducted for the purpose of forming an opinion on the financial statements as a whole. The supplemental Schedule of Assets (Held at End of Year) 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 (DOL) Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information has been subjected to the auditing procedures applied in the audits of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS.

Administrative Committee
Irontale Industrial Contractors, Inc. Employee Stock Ownership Plan

Other Matter—Supplemental Schedule Required by ERISA (continued)

In forming our opinion on the supplemental schedule, we evaluated whether the supplemental schedule, including its form and content, is presented in conformity with the DOL's Rules and Regulations for Reporting and Disclosure under ERISA.

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

Coulter & Justus, P.C.

Coulter & Justus, P.C.

Knoxville, Tennessee
March 12, 2026

Irondale Industrial Contractors, Inc. Employee Stock Ownership Plan

Statements of Net Assets Available for Benefits

	June 30, 2025			June 30, 2024		
	Allocated	Unallocated	Total	Allocated	Unallocated	Total
Assets						
Money market fund	\$ 30,749	\$ -	\$ 30,749	\$ 30,812	\$ -	\$ 30,812
Investment in Irondale Industrial Contractors, Inc. Class B Common Stock, at fair value	14,317,839	7,965,000	22,282,839	9,773,261	6,201,562	15,974,823
Employer contribution receivable	-	-	-	2	-	2
Total assets	<u>14,348,588</u>	<u>7,965,000</u>	<u>22,313,588</u>	<u>9,804,075</u>	<u>6,201,562</u>	<u>16,005,637</u>
Liabilities						
Expenses payable	3,418	-	3,418	1,476	-	1,476
Note payable	-	4,714,423	4,714,423	-	5,240,908	5,240,908
Total liabilities	<u>3,418</u>	<u>4,714,423</u>	<u>4,717,841</u>	<u>1,476</u>	<u>5,240,908</u>	<u>5,242,384</u>
Net assets available for benefits	<u>\$ 14,345,170</u>	<u>\$ 3,250,577</u>	<u>\$ 17,595,747</u>	<u>\$ 9,802,599</u>	<u>\$ 960,654</u>	<u>\$ 10,763,253</u>

See accompanying Notes to Financial Statements.

Irondale Industrial Contractors, Inc. Employee Stock Ownership Plan

Statement of Changes in Net Assets Available for Benefits

Year ended June 30, 2025

	<u>Allocated</u>	<u>Unallocated</u>	<u>Total</u>
Additions			
Net appreciation in fair value of Irondale Industrial Contractors, Inc. Class B Common Stock	\$ 4,102,038	\$ 2,759,063	\$ 6,861,101
Interest income	1,411	-	1,411
Employer contributions	-	657,508	657,508
Allocation of 31,250 shares of Irondale Industrial Contractors, Inc. Class B Common Stock, at fair value	995,625	-	995,625
Total additions	<u>5,099,074</u>	<u>3,416,571</u>	<u>8,515,645</u>
Deductions			
Interest expense	-	131,023	131,023
Distributions to participants	556,503	-	556,503
Allocation of 31,250 shares of Irondale Industrial Contractors, Inc. Class B Common Stock, at fair value	-	995,625	995,625
Total deductions	<u>556,503</u>	<u>1,126,648</u>	<u>1,683,151</u>
Net increase	<u>4,542,571</u>	<u>2,289,923</u>	<u>6,832,494</u>
Net assets available for benefits at beginning of year	9,802,599	960,654	10,763,253
Net assets available for benefits at end of year	<u>\$ 14,345,170</u>	<u>\$ 3,250,577</u>	<u>\$ 17,595,747</u>

See accompanying Notes to Financial Statements.

Irondale Industrial Contractors, Inc. Employee Stock Ownership Plan

Notes to Financial Statements

June 30, 2025

1. Description of the Plan

General

The following brief description of the Irondale Industrial Contractors, Inc. Employee Stock Ownership Plan (the Plan) is provided for general information purposes only. Participants should refer to the Plan agreement for complete information.

Irondale Industrial Contractors, Inc., (the Company) established the Plan effective July 1, 2005. The Plan operates as a leveraged employee stock ownership plan (ESOP) and is designed to comply with Section 4975(e)(7) and the regulations thereunder of the Internal Revenue Code of 1986, as amended (IRC), and is subject to the applicable provisions of the Employee Retirement Income Security Act of 1974 (ERISA). The Plan is administered by the Administrative Committee (the Committee) appointed by the Company's Board of Directors (the Board). Effective August 1, 2023, the Plan's co-trustees (Trustees), as appointed by the Board, are Nels E. Carlson and Micheal S. Flesch. Alerus Financial, N.A. (Alerus) serves as the custodian of the Plan's assets.

On January 15, 2007, the Plan purchased 300,000 shares of Company Class A Common Stock (Class A Stock) from an existing shareholder of the Company through a note payable totaling \$6,579,000. The note was paid in full on December 28, 2012, and all 300,000 shares were allocated to participants. During 2013, the Class A Stock was converted to Company Class B Common Stock (Company Stock). On June 30, 2013, the Plan purchased 39,000 shares of Company Stock from an existing shareholder of the Company through a note payable totaling \$639,600. The note was paid in full on March 31, 2016, and all 39,000 shares were allocated to participants. Also, on June 30, 2013, the Plan purchased 625,000 shares of Company Stock from an existing shareholder of the Company through a note payable totaling \$10,250,000 (Note Payable) to the Company (Note 5) and held them in a trust established under the Plan. As the Plan makes debt payments, an appropriate percentage of the Company Stock will be allocated to eligible employees' accounts in accordance with the applicable regulations under the IRC.

The Note Payable is collateralized by the unallocated shares of the Company Stock. The Company has no rights against shares of the Company Stock once they are allocated to the participants in accordance with the terms of the Plan. Accordingly, the financial statements of the Plan as of June 30, 2025 and 2024, and for the year ended June 30, 2025, present separately the assets and liabilities and changes therein pertaining to:

- a. The accounts of participants with vested rights in allocated Company Stock (allocated), and
- b. Company Stock not yet allocated to participants (unallocated).

Irondale Industrial Contractors, Inc. Employee Stock Ownership Plan

Notes to Financial Statements (continued)

1. Description of the Plan (continued)

Fiscal Year-End

The Plan operates on a fiscal year ending June 30. All references in these financial statements refer to the fiscal year-end, unless otherwise specified.

Eligibility

Employees of the Company are eligible to participate in the Plan on the first day of January or July after they attain the age of twenty-one and complete one year of service that includes 1,000 hours of service. Employees who do not have at least 1,000 hours of service during such Plan year or are not employed on the last working day of a Plan year are generally not eligible for an allocation of Company contributions for such year.

Contributions

The Company may make discretionary contributions at the option of the Board. The Company made a discretionary contribution of \$657,508 to the Plan during 2025. The Company's contribution enabled the Plan to make its regularly scheduled payments of principal and interest due on its Note Payable (Note 5).

Receivables from the Company for these contributions are unsecured. Contributions by participating employees are not permitted.

Payment of Benefits

Distributions are made in Company Stock. Upon termination of service due to death or retirement, participants are entitled to receive payment of their vested account balance beginning in the period from January 1 to March 31 (Distribution Period) immediately following the event, or during the Distribution Period if the event occurred during such Distribution Period. For termination of service for any reason other than retirement or death, distributions will be made beginning during the Distribution Period no earlier than 50 months after the latest date of termination and no later than 62 months thereafter. Distributions for vested account balances that exceed \$5,000 will be paid in five equal annual installments. One year will be added to the installments for distributions over a designated threshold, as defined in the Plan. Participants with vested account balances of \$5,000 or less will receive distributions as soon as administratively feasible. If the participant's vested account balance is \$5,000 or less, and the participant does not return the distribution election form within 45 days, the vested balance will be automatically rolled into an individual retirement account on the participant's behalf.

While any ESOP Exempt Loan, as defined by the Plan, is outstanding, distribution of shares purchased with the proceeds of such loan may be deferred by the Company until the ESOP Exempt Loan is fully repaid.

Irondale Industrial Contractors, Inc. Employee Stock Ownership Plan
Notes to Financial Statements (continued)

1. Description of the Plan (continued)

Administrative Expenses

As provided in the Plan agreement, administrative expenses may be paid either by the Plan or by the Company. During 2025, no administrative expenses were paid by the Plan.

Voting Rights

The Trustees vote all shares of Company Stock held as part of the Plan assets. Participants are entitled to direct the Trustees, in confidence, to vote the shares of Company Stock allocated to their respective account with respect to the approval or disapproval of certain corporate mergers or consolidations, the recapitalization, reclassification of Company Stock, or the liquidation, dissolution, or sale of substantially all the assets of the Company. The Trustees will vote Company Stock on all other matters and on which no instructions have been received, on which instructions were not received in a timely or proper manner, and which have not been allocated to participants.

Participant Accounts

The Plan is a defined contribution plan under which a separate individual account is established for each participant. Each participant's account is credited as of the last day of each Plan year with an allocation of shares of the Company Stock released by the Trustee from the unallocated account. Participant accounts are charged with an allocation of administrative expenses paid by the Plan, if any.

Allocations of the discretionary contributions are based on a participant's eligible compensation, as defined, relative to total eligible compensation. If any dividends are received by the Plan, the dividends shall be allocated in accordance with the Plan document.

The benefit to which a participant is entitled is the benefit that can be provided from their vested account.

Vesting

Vesting in the Company's discretionary contribution portion of their accounts plus related earnings thereon is based on years of vesting service in which the participants complete 1,000 hours of service, as follows:

<u>Years of Service</u>	<u>Vesting Percentage</u>
Less than 3	0%
3 or more	100%

Irondale Industrial Contractors, Inc. Employee Stock Ownership Plan

Notes to Financial Statements (continued)

1. Description of the Plan (continued)

Put Option

Under federal income tax regulations, the Company Stock that is held by the Plan and its participants and is not readily tradable on an established market, or is subject to trading limitations, includes a put option. The put option is a right to demand that the Company buy any shares of the Company Stock distributed to participants for which there is no market. The put price is representative of the current appraised value of the Company Stock. The put option is exercisable during two periods: (1) the 60 days immediately following the distribution of the Company Stock to the former participant and (2) during the 60 days after the first day of the fifth month of the following year after the next Plan year's appraisal is completed. The purpose of the put option is to ensure the participant has the ability to ultimately obtain cash.

Diversification

Diversification is offered to participants close to retirement so that they may have the opportunity to move part of the value of their investment in the Company Stock into investments which are more diversified. Participants who are at least age 55 with at least ten years of participation in the Plan may elect to diversify a portion of their account. Diversification is offered to each eligible participant over a six-year period. In each of the first 5 years, a participant may diversify up to 25% of the number of shares of the Company Stock allocated to his or her account, less any shares of the Company Stock previously diversified. In the sixth year, the percentage increases to 50%. During 2025, diversification distributions totaled \$25,320.

Forfeitures

Accounts of nonvested participants are forfeited as of the earlier of the last day of the Plan year following distribution of a participant's vested account or the last day of the Plan year in which the participant incurs five consecutive one-year breaks in service. In addition, lost participants at the later of age 62 or normal retirement age, who cannot be located after such due diligence and efforts to locate them have been exhausted pursuant to the Plan, may have their accounts treated as a forfeiture or paid directly to an individual retirement account (IRA). All lost participants prior to age 62 or normal retirement age with accounts not more than \$5,000 may have their accounts treated as a forfeiture or paid directly to an IRA. Forfeited balances can be used to pay eligible Plan expenses, reduce Company contributions, and restore forfeitures to accounts of participants who are subsequently reemployed prior to a break-in-service, as defined by the Plan. Forfeitures not used by the Plan will be allocated to participants eligible to share in contributions in the same proportion that their compensation bears to the total compensation of all such participants. Forfeitures of 444 shares of Company Stock totaling \$14,146 and 2,479 shares of Company Stock totaling \$54,730 were reallocated to Plan participants during 2025 and 2024, respectively.

Irondale Industrial Contractors, Inc. Employee Stock Ownership Plan
Notes to Financial Statements (continued)

2. Significant Accounting Policies

Basis of Accounting

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

Use of Estimates

The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect certain reported amounts and disclosures and changes therein. Accordingly, actual results could differ from those estimates.

Contributions

Contributions from the Company are recorded in the year in which payments are made on the note payable and Company Stock is allocated to eligible participants.

Allocations

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

Investment Valuation and Income Recognition

The shares of Company Stock are reported at fair value. Refer to Note 4 for a discussion of the fair value measurements. Purchases and sales of securities are recorded on a trade-date basis. Net appreciation includes the Plan's gains and losses on investments bought and sold as well as held during the year.

Benefit Payments

Benefits are recorded when paid.

Subsequent Events

The Plan has evaluated subsequent events through March 12, 2026, the date the financials were available to be issued.

Irondale Industrial Contractors, Inc. Employee Stock Ownership Plan

Notes to Financial Statements (continued)

3. Investments

The Plan's investments are as follows as of June 30:

	2025		2024	
	Allocated	Unallocated	Allocated	Unallocated
Company Stock:				
Number of shares	449,399	250,000	443,232	281,250
Cost	\$ 8,190,133	\$4,100,000	\$8,138,218	\$4,612,500
Fair value	\$14,317,839	\$7,965,000	\$9,773,261	\$6,201,562

4. Fair Value Measurements

The framework for measuring fair value 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) and the lowest priority to unobservable inputs (Level 3). The three levels of the fair value hierarchy under FASB ASC 820 are described below:

- Level 1 Inputs to the valuation methodology are unadjusted quoted prices for identical assets or liabilities in active markets the Plan has the ability to access.
- Level 2 Inputs to the 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.

The asset or liability 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 maximize the use of relevant observable inputs and minimize the use of unobservable inputs.

Irondale Industrial Contractors, Inc. Employee Stock Ownership Plan

Notes to Financial Statements (continued)

4. Fair Value Measurements (continued)

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

	Level 1	Level 2	Level 3	Total
2025:				
Money market fund	\$30,749	\$ –	\$ –	\$ 30,749
Company Stock	–	–	22,282,839	22,282,839
Total investments at fair value	<u>\$30,749</u>	<u>\$ –</u>	<u>\$22,282,839</u>	<u>\$22,313,588</u>
2024:				
Money market fund	\$30,812	\$ –	\$ –	\$ 30,812
Company Stock	–	–	15,974,823	15,974,823
Total investments at fair value	<u>\$30,812</u>	<u>\$ –</u>	<u>\$15,974,823</u>	<u>\$16,005,635</u>

The Plan distributed 25,083 shares valued at \$553,085 of the Plan's level 3 assets for the year ended June 30, 2025.

Following is a description of the valuation methodologies used for assets measured at fair value. The estimated fair value of the Company Stock as of June 30, 2025 and 2024 was \$31.86 and \$22.05 per share, respectively. There have been no changes in the methodologies used as of June 30, 2025 and 2024.

The Plan's investment in Company Stock was valued based upon an independent appraisal which was based upon a combination of the merger and acquisition and discounted cash flow methods. The appraiser considered historical and projected cash flow and net income, return on assets, return on equity, market comparables, in addition to, fair value of Company assets and liabilities, as illustrated in the following table. These techniques are coupled with a discount for a lack of control and marketability and applied to the unobservable inputs.

Inputs	2025 Fair Value	2024 Fair Value	Principle Valuation Technique	Unobservable Inputs
Company Stock	\$22,282,839	\$15,974,823	Income	Weighted Average Cost of Capital EBITDA Discount Rate Growth Terminal Value
			Market	Public/non-public comparables Revenue multiples EBITDA multiples

Irondale Industrial Contractors, Inc. Employee Stock Ownership Plan

Notes to Financial Statements (continued)

4. Fair Value Measurements (continued)

The valuation process involves the selection of an appraiser by the Trustees. Plan management accumulates the data for the appraiser from historical and projected financial information of the Company. The appraiser prepares a report of estimated per share value that a participant will receive upon distribution. The Trustees review the report in detail, discuss and approve the release of the report to Plan management. Plan management reviews the inputs used in the report for accuracy, reconciles such information with the financial statements of the Company, recalculates the information in the report and assesses if the determination is accurate.

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

5. Note Payable

During 2013, the Plan entered into a \$10,250,000 term loan agreement with the majority owner of the Company. The proceeds of the note payable were used to purchase 625,000 shares of Company Stock. Unallocated shares are collateral for the note payable. Shares of Company Stock are released from collateral and allocated to participants as payments of principal and interest at 2.50% per annum are made on the term loan agreement. The number of shares of Company Stock released in any year is the number of shares held as collateral, times the ratio of the current year principal and interest payments divided by the total of the current year principal and interest payments, plus all future years' principal and interest payments. This resulted in 31,250 shares being released and allocated to participants in 2025.

The note payable agreement provides for the loan to be repaid over 20 years in annual installments of \$657,508 including interest due annually on June 30. The outstanding balance of the note payable as of June 30, 2025 and 2024, is \$4,714,423 and \$5,240,908, respectively.

The scheduled amortization of the loan for the next five years is as follows as of June 30, 2025:

2026	\$ 539,647
2027	553,139
2028	566,967
2029	581,141
2030	595,670
Thereafter	1,877,859
Total	<u>\$4,714,423</u>

Irondale Industrial Contractors, Inc. Employee Stock Ownership Plan

Notes to Financial Statements (continued)

6. Company Dividends

The Company, at the sole discretion of the Board, may declare and pay dividends on the Company Stock. No dividends were declared and paid during 2025.

7. Related Party and Party-In-Interest Transactions

The Plan invests in Company Stock and has a note payable to the former owner of the Company. These, along with Company contributions, are considered to be both related party and party-in-interest transactions. Although the Company pays all Plan expenses, the Plan has a number of service providers that are considered parties-in-interest under ERISA.

8. Risks and Uncertainties

The Plan investments consist of Company Stock, which is exposed to various risks such as interest rate, market and credit risks, as well as valuation assumptions based on earnings, cash flows and/or other such techniques. Due to the level of risk associated with the investment in Company Stock and to uncertainties inherent in estimates and assumptions, it is at least reasonably possible that changes in the fair value of Company Stock will occur in the near term and that such changes could materially affect the amounts reported in the statements of net assets available for benefits.

9. Plan Termination

The Company reserves the right to terminate the Plan at any time, subject to Plan provisions. Upon termination of the Plan, the Committee directs the Trustee to pay all liabilities and expenses of the ESOP and to sell shares of financed Company Stock held as collateral to the extent it determines such sale to be necessary in order to repay the loan. Subsequently, the interest of each participant in the Plan will be distributed to such participant or his or her beneficiary at the time prescribed by the Plan terms and the IRC.

Irondale Industrial Contractors, Inc. Employee Stock Ownership Plan

Notes to Financial Statements (continued)

10. Income Tax Status

The Plan has received a determination letter from the IRS dated September 3, 2014, stating the Plan is qualified under the IRC and, therefore, the related trust is exempt from taxation. Once qualified, the Plan is required to operate in conformity with the IRC to maintain its qualification. The Plan has been amended since receiving the determination letter. However, the Plan administrator believes the Plan is currently designed, and being operated, in compliance with the applicable requirements of the IRC. Therefore, they believe the Plan is qualified, and the related trust is tax-exempt as of the financial statement date.

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

Irondale Industrial Contractors, Inc. Employee Stock Ownership Plan
Employer Identification Number: 63-1025291; Plan Number: 002

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

June 30, 2025

Identity of Issuer, Borrower Lessor or Similar Party	Description of Investment including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	Cost	Current Value
Investments at fair value:			
*Irondale Industrial Contractors, Inc.	Common Stock, Class B, 699,399 shares	\$ 12,290,133	\$ 22,282,839
Vanguard	Federal Money Market Fund #33	30,749	30,749
Total assets held for investment purposes at end of year		<u>\$ 12,320,882</u>	<u>\$ 22,313,588</u>

* Denotes a party-in-interest to the Plan