

Form 5500 Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Annual Return/Report of Employee Benefit Plan This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code). ▶ Complete all entries in accordance with the instructions to the Form 5500.	OMB Nos. 1210-0110 1210-0089 2025 This Form is Open to Public Inspection
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Part I	Annual Report Identification Information
For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025	
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
1a	Name of plan PERDUE, BRANDON, FIELDER, COLLINS AND MOTT 401(K) PLAN
1b	Three-digit plan number (PN) ▶ 001
1c	Effective date of plan 01/01/2015
2a	Plan sponsor's name (employer, if for a single-employer plan) Mailing address (include room, apt., suite no. and street, or P.O. Box) City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions) PERDUE, BRANDON, FIELDER, COLLINS AND MOTT, L.L.P. 1235 N. LOOP W., STE. 600 HOUSTON, TX 77008
2b	Employer Identification Number (EIN) 75-2027956
2c	Plan Sponsor's telephone number 713-862-1860
2d	Business code (see instructions) 541110

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.	09/16/2026	STEPHANIE RAMOS
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE			
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

3a Plan administrator's name and address ☒ 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	5 533
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) 458 6a(2) 476 6b 0 6c 110 6d 586 6e 0 6f 586 6g(1) 400 6g(2) 434 6h 28
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 Characteristic Codes in the instructions:

2E 2F 2G 2J 2K 3D

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

9a Plan funding arrangement (check all that apply) (1) ☐ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor	9b Plan benefit arrangement (check all that apply) (1) ☐ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor
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10 Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)

a Pension Schedules

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

b General Schedules

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

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

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

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

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

11c Enter the Receipt Confirmation Code for the 2025 Form M-1 annual report. If the plan was not required to file the 2025 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) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	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.	OMB No. 1210-0110
		2025
		This Form is Open to Public Inspection.
For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025		
A Name of plan PERDUE, BRANDON, FIELDER, COLLINS AND MOTT 401(K) PLAN		B Three-digit plan number (PN) ▶ 001
C Plan sponsor's name as shown on line 2a of Form 5500 PERDUE, BRANDON, FIELDER, COLLINS AND MOTT, L.L.P.		D Employer Identification Number (EIN) 75-2027956

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
FIDELITY INVESTMENTS INSTITUTIONAL
04-2647786
(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation
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(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

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

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

FIDELITY INVESTMENTS INSTITUTIONAL

04-2647786

(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?
37 60 64 65	RECORDKEEPER	35011	Yes ☒ No ☐	Yes ☒ No ☐	0	Yes ☒ No ☐

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

NORTHWESTERN MUTUAL (CVFP)

93-4087086

(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?
16	CONSULTANT	6250	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

CADENCE INSURANCE, INC.

72-1381997

(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?
49	INSURANCE AGENT/BROK	5356	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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
FIDELITY INVESTMENTS INSTITUTIONAL	60	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
DODGE & COX STOCK I - SS&C GIDS, I 2000 CROWN COLONY DRIVE QUINCY, MA 02169	0.10%	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	

Part II Service Providers Who Fail or Refuse to Provide Information

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

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

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

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

SCHEDULE D (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration	DFE/Participating Plan Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110 2025 This Form is Open to Public Inspection.
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For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025		
A Name of plan PERDUE, BRANDON, FIELDER, COLLINS AND MOTT 401(K) PLAN	B Three-digit plan number (PN) ▶	001
C Plan or DFE sponsor's name as shown on line 2a of Form 5500 PERDUE, BRANDON, FIELDER, COLLINS AND MOTT, L.L.P.	D Employer Identification Number (EIN) 75-2027956	

Part I	Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs) (Complete as many entries as needed to report all interests in DFEs)
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a Name of MTIA, CCT, PSA, or 103-12 IE:	MIP CL 1
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b Name of sponsor of entity listed in (a):	FIDELITY MANAGEMENT TRUST COMPANY
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c EIN-PN 04-3022712-024	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 1384334
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a Name of MTIA, CCT, PSA, or 103-12 IE:	
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b Name of sponsor of entity listed in (a):	
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c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
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a Name of MTIA, CCT, PSA, or 103-12 IE:	
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b Name of sponsor of entity listed in (a):	
--	--

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

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

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

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

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

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

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

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

a Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
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plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN

SCHEDULE H (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Financial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110 2025 This Form is Open to Public Inspection
	For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025	
	A Name of plan PERDUE, BRANDON, FIELDER, COLLINS AND MOTT 401(K) PLAN	B Three-digit plan number (PN) 001
C Plan sponsor's name as shown on line 2a of Form 5500 PERDUE, BRANDON, FIELDER, COLLINS AND MOTT, L.L.P.	D Employer Identification Number (EIN) 75-2027956	

Part I	Asset and Liability Statement		
1 Current value of plan assets and liabilities at the beginning and end of the plan year. Combine the value of plan assets held in more than one trust. Report the value of the plan's interest in a commingled fund containing the assets of more than one plan on a line-by-line basis unless the value is reportable on lines 1c(9) through 1c(14). Do not enter the value of that portion of an insurance contract which guarantees, during this plan year, to pay a specific dollar benefit at a future date. Round off amounts to the nearest dollar. MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 1b(1), 1b(2), 1c(8), 1g, 1h, and 1i. CCTs, PSAs, and 103-12 IEs also do not complete lines 1d and 1e. See instructions.			
Assets		(a) Beginning of Year	(b) End of Year
a Total noninterest-bearing cash	1a	0	0
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)	1919857	1989963
(2) Participant contributions.....	1b(2)	0	0
(3) Other	1b(3)	0	0
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)	0	0
(2) U.S. Government securities	1c(2)	0	0
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)	0	0
(B) All other	1c(3)(B)	0	0
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)	0	0
(B) Common	1c(4)(B)	0	0
(5) Partnership/joint venture interests	1c(5)	0	0
(6) Real estate (other than employer real property)	1c(6)	0	0
(7) Loans (other than to participants)	1c(7)	0	0
(8) Participant loans	1c(8)	465294	434602
(9) Value of interest in common/collective trusts	1c(9)	1278470	1384334
(10) Value of interest in pooled separate accounts	1c(10)	0	0
(11) Value of interest in master trust investment accounts	1c(11)	0	0
(12) Value of interest in 103-12 investment entities	1c(12)	0	0
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)	30003742	37004520
(14) Value of funds held in insurance company general account (unallocated contracts).....	1c(14)	0	0
(15) Other.....	1c(15)	0	0

1d Employer-related investments:		(a) Beginning of Year	(b) End of Year
(1) Employer securities	1d(1)	0	0
(2) Employer real property	1d(2)	0	0
1e Buildings and other property used in plan operation	1e	0	0
1f Total assets (add all amounts in lines 1a through 1e)	1f	33667363	40813419

Liabilities

1g Benefit claims payable	1g	0	0
1h Operating payables	1h	0	0
1i Acquisition indebtedness	1i	0	0
1j Other liabilities	1j	0	0
1k Total liabilities (add all amounts in lines 1g through 1j)	1k	0	0

Net Assets

1l Net assets (subtract line 1k from line 1f)	1l	33667363	40813419
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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)	1991010	
(B) Participants	2a(1)(B)	2123329	
(C) Others (including rollovers)	2a(1)(C)	167284	
(2) Noncash contributions	2a(2)	0	4281623
(3) Total contributions. Add lines 2a(1)(A) , (B) , (C) , and line 2a(2)	2a(3)		
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)	0	
(B) U.S. Government securities	2b(1)(B)	0	
(C) Corporate debt instruments	2b(1)(C)	0	
(D) Loans (other than to participants)	2b(1)(D)	0	
(E) Participant loans	2b(1)(E)	38721	
(F) Other	2b(1)(F)	0	
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		38721
(2) Dividends: (A) Preferred stock	2b(2)(A)	0	1909933
(B) Common stock	2b(2)(B)	0	
(C) Registered investment company shares (e.g. mutual funds)	2b(2)(C)	1909933	
(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)		1909933
(3) Rents	2b(3)		0
(4) Net gain (loss) on sale of assets: (A) Aggregate proceeds	2b(4)(A)	0	0
(B) Aggregate carrying amount (see instructions)	2b(4)(B)	0	
(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)	0	0
(B) Other	2b(5)(B)	0	
(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)		113469
(7) Net investment gain (loss) from pooled separate accounts	2b(7)		0
(8) Net investment gain (loss) from master trust investment accounts	2b(8)		0
(9) Net investment gain (loss) from 103-12 investment entities	2b(9)		0
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		3302660
c Other income	2c		0
d Total income. Add all income amounts in column (b) and enter total	2d		9646406

Expenses

e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	2453733	
(2) To insurance carriers for the provision of benefits	2e(2)	0	
(3) Other	2e(3)	0	
(4) Total benefit payments. Add lines 2e(1) through (3)	2e(4)		2453733
f Corrective distributions (see instructions)	2f		0
g Certain deemed distributions of participant loans (see instructions)	2g		0
h Interest expense	2h		0
i Administrative expenses:			
(1) Salaries and allowances	2i(1)	0	
(2) Contract administrator fees	2i(2)	0	
(3) Recordkeeping fees	2i(3)	35011	
(4) IQPA audit fees	2i(4)	0	
(5) Investment advisory and investment management fees	2i(5)	0	
(6) Bank or trust company trustee/custodial fees	2i(6)	0	
(7) Actuarial fees	2i(7)	0	
(8) Legal fees	2i(8)	0	
(9) Valuation/appraisal fees	2i(9)	0	
(10) Other trustee fees and expenses	2i(10)	0	
(11) Other expenses	2i(11)	11606	
(12) Total administrative expenses. Add lines 2i(1) through (11)	2i(12)		46617
j Total expenses. Add all expense amounts in column (b) and enter total	2j		2500350

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d	2k		7146056
l Transfers of assets:			
(1) To this plan	2l(1)		0
(2) From this plan	2l(2)		0

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: **MWH GROUP, P.C.**

(2) EIN: **75-2205423**

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.)		☒	
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.)		☒	
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.)		☒	
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.)		☒	
e Was this plan covered by a fidelity bond?	☒		5000000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?		☒	
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?		☒	
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?		☒	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	☒		
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.)		☒	
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?		☒	
l Has the plan failed to provide any benefit when due under the plan?		☒	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)		☒	
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) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Retirement Plan Information This schedule is required to be filed under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110 2025 This Form is Open to Public Inspection.
For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025		
A Name of plan PERDUE, BRANDON, FIELDER, COLLINS AND MOTT 401(K) PLAN		B Three-digit plan number (PN) ▶ 001
C Plan sponsor's name as shown on line 2a of Form 5500 PERDUE, BRANDON, FIELDER, COLLINS AND MOTT, L.L.P.		D Employer Identification Number (EIN) 75-2027956
Part I	Distributions	
All references to distributions relate only to payments of benefits during the plan year.		
1 Total value of distributions paid in property other than in cash or the forms of property specified in the instructions.....		1
2 Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits): EIN(s): 04-6568107		
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		
For Paperwork Reduction Act Notice, see the Instructions for Form 5500.		
Schedule R (Form 5500) 2025 v. 250312		

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

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

a The current plan year. Check the box to indicate the counting method used to determine the number of inactive participants: ☐ last contributing employer ☐ alternative ☐ reasonable approximation (see instructions for required attachment).....

14a

b The plan year immediately preceding the current plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment).....

14b

c The second preceding plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment).....

14c

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

a The corresponding number for the plan year immediately preceding the current plan year.....

15a

b The corresponding number for the second preceding plan year.....

15b

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

a Enter the number of employers who withdrew during the preceding plan year.....

16a

b If line 16a is greater than 0, enter the aggregate amount of withdrawal liability assessed or estimated to be assessed against such withdrawn employers.....

16b

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

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

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

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

a Enter the percentage of plan assets held as:

Public Equity: _____% Private Equity: _____% Investment-Grade Debt and Interest Rate Hedging Assets: _____%

High-Yield Debt: _____% Real Assets: _____% Cash or Cash Equivalents: _____% Other: _____%

b Provide the average duration of the Investment-Grade Debt and Interest Rate Hedging Assets:

☐ 0-5 years ☐ 5-10 years ☐ 10-15 years ☐ 15 years or more

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

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

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

☐ Yes.

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

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

☐ No. Other. Provide explanation.....

Part VII IRS Compliance Questions

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

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

☒ Design-based safe harbor method

☐ "Prior year" ADP test

☒ "Current year" ADP test

☐ N/A

22 If the plan sponsor is an adopter of a pre-approved plan that received a favorable IRS Opinion Letter, enter the date of the Opinion Letter 06 / 30 / 2020 (MM/DD/YYYY) and the Opinion Letter serial number Q702438A.

**PERDUE, BRANDON, FIELDER, COLLINS AND MOTT
401(k) PLAN**

**FINANCIAL STATEMENTS
AND INDEPENDENT AUDITOR'S REPORT**

YEARS ENDED DECEMBER 31, 2025 AND 2024



**PERDUE, BRANDON, FIELDER, COLLINS AND MOTT
401(k) PLAN**

**FINANCIAL STATEMENTS AND INDEPENDENT AUDITOR'S REPORT
YEARS ENDED DECEMBER 31, 2025 AND 2024**

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To the Trustees
Perdue, Brandon, Fielder, Collins and Mott 401(k) Plan
1235 North Loop West, Suite 600
Houston, Texas 77008

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

We have performed audits of the accompanying financial statements of Perdue, Brandon, Fielder, Collins and Mott 401(k) Plan, an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) [ERISA Section 103(a)(3)(C) audit]. The financial statements comprise the statements of net assets available for benefits as of December 31, 2025 and 2024, and the related statement of changes in net assets available for benefits for the year ended December 31, 2025, and the related notes to the financial statements.

Management, having determined it is permissible in the circumstances, has elected to have the audits of Perdue, Brandon, Fielder, Collins and Mott 401(k) Plan's financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. As permitted by ERISA Section 103(a)(3)(C), our audits need not extend to any statements or information related to assets held for investment of the plan (investment information) by a bank or similar institution or insurance carrier that is regulated, supervised, and subject to periodic examination by a state or federal agency, provided that the statements or information regarding assets so held are prepared and certified to by the bank or similar institution or insurance carrier in accordance with 29 CFR 2520.103-5 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA (qualified institution).

Management has obtained certifications from a qualified institution as of December 31, 2025 and 2024, and for the year ended December 31, 2025, stating that the certified investment information, as described in Note 4 to the financial statements, is complete and accurate.

Opinion

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

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

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America. 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 Perdue, Brandon, Fielder, Collins and Mott 401(k) 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 ERISA Section 103(a)(3)(C) audit opinion.

Responsibilities of Management for the Financial Statements

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

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about Perdue, Brandon, Fielder, Collins and Mott 401(k) Plan's ability to continue as a going concern for one year after the date the financial statements are available to be issued.

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

Auditor's Responsibilities for the Audit of the Financial Statements

Except as described in the Scope and Nature of the ERISA Section 103(a)(3)(C) Audit section of our report, our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an 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 generally accepted auditing standards 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 generally accepted auditing standards, 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 Perdue, Brandon, Fielder, Collins and Mott 401(k) Plan's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about Perdue, Brandon, Fielder, Collins and Mott 401(k) Plan's ability to continue as a going concern for a reasonable period of time.

Our audits did not extend to the certified investment information, except for obtaining and reading the certification, comparing the certified investment information with the related information presented and disclosed in the financial statements, and reading the disclosures relating to the certified investment information to assess whether they are in accordance with the presentation and disclosure requirements of accounting principles generally accepted in the United States of America.

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

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

Other Matters - Supplemental Schedules Required by ERISA

The supplemental schedule of Schedule H, line 4i – schedule of assets (held at end of year) as of December 31, 2025, is presented for purposes of additional analysis and is not a required part of the financial statements but is supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedule, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with generally accepted auditing standards. For information included in the supplemental schedule that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

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

In our opinion—

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

MWH Group, P.C.

MWH Group, P.C.

Wichita Falls, Texas
September 3, 2026

PERDUE, BRANDON, FIELDER, COLLINS AND MOTT

401(k) PLAN

STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS AS OF DECEMBER 31, 2025 AND 2024

	<u>2025</u>	<u>2024</u>
Assets		
Investments, at fair value:		
Mutual funds	\$ 37,004,520	\$ 30,003,742
Collective trust funds	<u>1,384,334</u>	<u>1,278,470</u>
Total investments, at fair value	38,388,854	31,282,212
Receivables:		
Employer contributions	1,989,963	1,919,857
Notes receivable from participants	<u>434,602</u>	<u>465,294</u>
Total receivables	<u>2,424,565</u>	<u>2,385,151</u>
Total assets	<u>40,813,419</u>	<u>33,667,363</u>
Liabilities	<u>-</u>	<u>-</u>
Net assets available for benefits	<u><u>\$ 40,813,419</u></u>	<u><u>\$ 33,667,363</u></u>

PERDUE, BRANDON, FIELDER, COLLINS AND MOTT 401(k) PLAN

STATEMENT OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS YEAR ENDED DECEMBER 31, 2025

Additions to net assets attributed to:

Investment Income:

Net appreciation in fair value of investments	\$ 3,384,473
Interest and dividends	<u>1,941,589</u>
Total investment income	<u>5,326,062</u>

Interest income on notes receivable from participants	<u>38,721</u>
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Contributions:

Employer	1,991,010
Participants	2,123,329
Rollovers	<u>167,284</u>
Total contributions	<u>4,281,623</u>

Total additions	<u>9,646,406</u>
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Deductions from net assets attributed to:

Benefits paid to participants	2,453,733
Administrative expenses	<u>46,617</u>

Total deductions	<u>2,500,350</u>
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Net Increase	7,146,056
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Net assets available for benefits:

Beginning of year	<u>33,667,363</u>
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End of year	<u><u>\$ 40,813,419</u></u>
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PERDUE, BRANDON, FIELDER, COLLINS AND MOTT 401(k) PLAN

NOTES TO FINANCIAL STATEMENTS

Note 1 - DESCRIPTION OF PLAN

Perdue, Brandon, Fielder, Collins and Mott, L.L.P. (the "Company") sponsors the Perdue, Brandon, Fielder, Collins and Mott 401(k) Plan (the "Plan"). The following description provides only general information. This document is not part of the Summary Plan Description and is not a document pursuant to which the Plan is maintained within the meaning of Section 402(a)(1) of the Employee Retirement Income Security Act of 1974, as amended (ERISA). Participants should refer to the Plan document for a complete description of the Plan's provisions. To the extent not specifically prohibited by statute or regulation, Perdue, Brandon, Fielder, Collins and Mott, L.L.P. reserves the right to unilaterally amend, modify or terminate the Plan at any time; such changes may be applied to all Plan participants and their beneficiaries regardless of whether the participant is actively working or retired at the time of the change.

General

The Plan is a defined contribution plan established January 1, 2015, and last restated July 1, 2025. The Plan covers all employees of the Company who are of age 21 years or older, with the following eligibility requirements: Employee contributions – completion of 30 days of service; Employer contributions – completion of one year of service, defined as 1,000 hours of service in a period of 12 consecutive months. Entry date for employee contributions and employer matching contributions is the first day of the calendar month following the date on which an employee meets the eligibility requirements; the entry date for nonelective employer contributions is the first day of each Plan Year or the first day of the calendar quarter following the date on which an employee meets the eligibility requirements. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA), as amended, and is intended to qualify under Section 401(k) of the Internal Revenue Code (IRC). The Plan Investment Committee is responsible for the oversight of the Plan and determines the appropriateness of and monitors the Plan's investment performance. The Board of Directors delegates authority to the Plan Administrator.

Contributions

Each year, participants may contribute either pre-tax or Roth deferrals, as defined in the Plan, but subject to IRC limitations. Participants may also contribute amounts representing distributions from other qualified defined contribution plans (rollover). Participants direct the investment of their contributions into various investment options offered by the Plan.

Participants may contribute up to the amount permitted by IRS regulations, which was \$23,500 in 2025. Participants who meet certain age requirements are also permitted to make catch-up contributions. Participants who have attained age 50 before the end of the Plan year are eligible to make catch-up contributions of an additional \$7,500 in 2025. Effective beginning in 2025, participants who have attained the age of 60 to 63 during the Plan year are eligible to make increased catch-up contributions of \$11,250 under SECURE 2.0. Participants may also contribute amounts representing distributions from other qualified defined benefit or contribution plans (rollover). Participants direct the investment of their contribution into various investment options provided by the Plan.

The Company makes a Safe Harbor matching contribution of 100% of the first 6% of eligible compensation that a participant contributes to the Plan. The Company may also contribute to the Plan such amounts of its current or accumulated profits as determined by the Board of Directors. Contributions are subject to certain limitations. There were discretionary profit-sharing contributions of \$470,172 for the year ended December 31, 2025.

PERDUE, BRANDON, FIELDER, COLLINS AND MOTT 401(k) PLAN

NOTES TO FINANCIAL STATEMENTS (CONT'D.)

Note 1 - DESCRIPTION OF PLAN (CONT'D.)

Participant Accounts

Each participant's account is credited with the participant's contributions, the Sponsor's matching contributions, and allocations of Plan earnings (losses), and is charged with an allocation of administrative expenses that are paid by the Plan. Allocations are based on participant earnings or account balances, as defined in the Plan document. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

Vesting

Participant contributions, employer matching contributions, and earnings thereon are immediately vested. Vesting for profit sharing contributions is based on years of continuous service as follows:

<u>Years of Service</u>	<u>Non-forfeitable Percentage</u>
One year but less than two years	20%
Two years but less than three years	40%
Three years but less than four years	60%
Four years but less than five years	80%
Five years or more	100%

Notes Receivable from Participants

Participants may borrow from their accounts a maximum equal to the lesser of \$50,000 or 50% of their vested account balance. The loans are secured by the balance in the participant's account and bear interest at rates as determined by the Plan administrator based on local prevailing interest rates. Principal and interest is paid ratably through payroll deductions.

Payment of Benefits

On termination of service due to death, disability, or retirement, a participant becomes 100% vested in the employer contributions and may elect to receive a lump sum amount equal to the value of the participant's account. Plan provisions permit a participant to withdraw funds from the Plan for reasons of financial hardship. For termination of service for other reasons, a participant may receive the value of the vested interest in his or her account as a lump sum distribution or roll the account into another qualified Plan.

Forfeited Accounts

At December 31, 2025 and 2024, forfeited non-vested accounts totaled \$72,660 and \$82,634, respectively. Forfeited balances of terminated participant accounts can be used to pay Plan expenses or reduce future employer contributions. For the year ended December 31, 2025, \$28,512 in forfeitures were generated with forfeitures used to pay Plan expenses totaling \$38,486.

Note 2 - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of Accounting

The financial statements of the Plan are prepared using the accrual method of accounting in accordance with U.S. generally accepted accounting principles ("GAAP").

PERDUE, BRANDON, FIELDER, COLLINS AND MOTT

401(k) PLAN

NOTES TO FINANCIAL STATEMENTS (CONT'D.)

Note 2 - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONT'D.)

Use of Estimates

The preparation of financial statements in conformity with GAAP requires the Plan's Administrator to make estimates and assumptions that affect certain reported amounts and disclosures. Accordingly, actual results may differ from those estimates.

Investment Valuation and Income Recognition

The Plan's investments are reported at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. See Note 5 for discussion of fair value measurements. Purchases and sales of securities are recorded on a trade-date basis. Interest income is recorded on the accrual basis. Dividends are recorded on the ex-dividend date. Net appreciation includes the Plan's gains and losses on investments bought and sold, as well as held during the year.

Contributions Receivable from Participants and Employer

The contributions receivable from participants and employer are related to contributions from compensation paid prior to the Plan's year-end, but where contributions have not yet been deposited in the Plan, in accordance with the ERISA definition of "plan assets".

Notes Receivable from Participants

Notes receivable from participants are measured at their unpaid balance plus any accrued but unpaid interest. Interest income is recorded on the accrual basis. Related fees are charged directly to the borrowing participant's account and are included in administrative expenses when incurred. As of December 31, 2025 and 2024, no allowance for credit losses has been recorded. If a participant does not make loan repayments and the Plan administrator considers the participant loan to be in default, the loan balance is reduced, and the delinquent participant note receivable is recorded as a benefit payment based on the terms of the Plan document.

Payment of Benefits

Benefit payments are recorded when paid.

Administrative Expenses

The Plan allows certain administrative expenses to be paid from Plan assets, unless otherwise paid by the Company. Expenses that are paid by the Company are excluded from these financial statements. The Plan does not reimburse for these expenses. Fees related to the administration of notes receivable from participants are charged directly to the participant's account and are recorded as fees on notes receivable from participants when incurred. Investment related expenses that are indirect are included in net appreciation/depreciation of fair value of investments and direct expenses are included in administrative expenses.

Date of Management Evaluation

The Plan has evaluated subsequent events through September 3, 2026, the date that the financial statements were available to be issued.

PERDUE, BRANDON, FIELDER, COLLINS AND MOTT 401(k) PLAN

NOTES TO FINANCIAL STATEMENTS (CONT'D.)

Note 3 - TAX STATUS

As a non-standardized pre-approved profit-sharing plan with CODA, the Company intends that the Plan and trust qualify under the appropriate sections of the Internal Revenue Code (IRC). The Internal Revenue Service has determined and informed the prototype sponsor by a letter dated June 30, 2020, that the Plan and related trust are designed in accordance with applicable sections of the IRC. The Plan Administrator and the Plan's tax counsel believe that the Plan is designed and is currently being operated in compliance with the applicable requirements of the IRC. Therefore, the Plan Administrator believes the Plan was qualified and the related trust was tax-exempt as of December 31, 2025 and 2024.

GAAP requires the Plan's management to evaluate tax positions taken by the Plan and recognize a tax liability (or asset) if the Plan has taken an uncertain position that more likely than not would not be sustained upon examination by the IRS. The Plan Administrator has analyzed the tax positions taken by the Plan, and has concluded that as of December 31, 2025 and 2024, there are no uncertain positions taken or expected to be taken that would require recognition of a liability, asset or disclosure in the financial statements. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

Note 4 - INFORMATION CERTIFIED BY THE TRUSTEE

The Plan management has elected the method of compliance permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Accordingly, as permitted under such election, the Plan management instructed the Plan's independent auditor not to perform any auditing procedures with respect to the following information certified by Fidelity Management Trust Company (Fidelity), the trustee of the Plan, as complete and accurate, except for comparing such information certified by the trustee with information included in the Plan's financial statements and supplemental schedules:

a. Investments held and participant loans receivable certified by Fidelity:

	As of December 31,	
	2025	2024
Investments, at fair value	\$ 38,388,854	\$ 30,003,742
Notes receivable from participants	434,602	465,294

b. Investment income and interest on participant loans certified by Fidelity:

	For the Year Ended December 31,	
	2025	2024
Net appreciation in fair value of investments	\$ 3,384,473	\$ 2,446,706
Interest and dividends	1,941,589	1,367,714
Interest on participant loans	38,721	31,234

Note 5 - FAIR VALUE MEASUREMENT

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

PERDUE, BRANDON, FIELDER, COLLINS AND MOTT

401(k) PLAN

NOTES TO FINANCIAL STATEMENTS (CONT'D.)

Note 5 - FAIR VALUE MEASUREMENT (CONT'D.)

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

Level 2 - Inputs to the valuation methodology include:

- Quoted prices for similar assets or liabilities in active markets;
- Quoted prices for identical or similar assets or liabilities in inactive markets;
- Inputs other than quoted prices that are observable for the asset or liability; and
- 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's or liability's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques used need to maximize the use of observable inputs and minimize the use of unobservable inputs.

A description of the valuation methodologies used for assets measured at fair value for December 31, 2025 and 2024 is presented below. There were no changes made in the valuation methodologies used to determine the fair value of financial assets during the year December 31, 2025.

Mutual funds: Valued at the daily closing price as reported by the fund. Mutual funds held by the Plan are open-end mutual funds that are registered with the Securities and Exchange Commission. These funds are required to publish their daily net asset value (NAV) and to transact at that price. The mutual funds held by the Plan are deemed to be actively traded.

Collective investment trusts/collective trust funds: Stated at fair value as determined by the issuers of the funds on the fair market value of the underlying investments, which is valued at net asset value (NAV) as a practical expedient to estimate fair value. The practical expedient would not be used if it is determined to be probable that the funds will sell the investment for an amount different from the reported NAV. Participant transactions (purchases and sales) may occur daily.

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

The following tables set forth by level, within the fair value hierarchy, the Plan's fair value measurements as of December 31, 2025 and 2024:

PERDUE, BRANDON, FIELDER, COLLINS AND MOTT 401(k) PLAN

NOTES TO FINANCIAL STATEMENTS (CONT'D.)

Note 5 - FAIR VALUE MEASUREMENT (CONT'D.)

Fair Value Measurement as of December 31, 2025				
	Level 1	Level 2	Level 3	Total
Mutual funds	\$ 37,004,520	\$ -	\$ -	\$ 37,004,520
Total assets in the fair value hierarchy	<u>\$ 37,004,520</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 37,004,520</u>
Investments measured at NAV*				
Collective investment trusts/collective trust funds				1,384,334
Total investments at fair value				<u>\$ 38,388,854</u>

Fair Value Measurement as of December 31, 2024				
	Level 1	Level 2	Level 3	Total
Mutual funds	\$ 30,003,742	\$ -	\$ -	\$ 30,003,742
Total assets in the fair value hierarchy	<u>\$ 30,003,742</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 30,003,742</u>
Investments measured at NAV*				
Collective investment trusts/collective trust funds				1,278,470
Total investments at fair value				<u>\$ 31,282,212</u>

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

Note 6 - INVESTMENTS MEASURED USING NAV PER SHARE AS A PRACTICAL EXPEDIENT

The following table summarizes investments for which fair value is measured using NAV per share as a practical expedient as December 31, 2025 and 2024.

Investments	Fair Value as of December 31,		Unfunded commitments	Redemption frequency (if currently eligible)	Redemption notice
	2025	2024			
Collective investment trusts/collective trust funds	\$ 1,384,334	\$ 1,278,470	N/A	Daily	N/A

Note 7 - RELATED PARTY AND PARTY-IN-INTEREST TRANSACTIONS

Certain Plan investments are registered investment companies and a common collective trust managed by Fidelity. Fidelity is the trustee and recordkeeper for the Plan and, therefore, these transactions qualify as party-in-interest transactions. Fees paid by the Plan for the investment management services amounted to \$46,617 for the year ended December 31, 2025.

The Plan also holds notes receivable from participants. Such transactions, while considered party-in-interest transactions under ERISA regulations, are permitted under the provisions of the

PERDUE, BRANDON, FIELDER, COLLINS AND MOTT 401(k) PLAN

NOTES TO FINANCIAL STATEMENTS (CONT'D.)

Note 7 - RELATED PARTY AND PARTY-IN-INTEREST TRANSACTIONS (CONT'D.)

Plan and are specifically exempt from the prohibition of party-in-interest transactions under ERISA.

Note 8 - RISKS AND UNCERTAINTIES

The Plan invests in various investment securities. Investment securities are exposed to various risks such as interest rate, market, and credit risks. The Plan attempts to limit these risks by authorizing and offering participants a broad range of investment options that are invested in high quality securities or are offered and administered by reputable and known investment companies. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the value of investment securities will occur in the near term and that such changes could materially affect participants' account balances and the amounts reported on the Statements of Net Assets Available for Benefits. The Plan's exposure to a concentration of risk is limited by the diversification of investments across multiple investment fund options.

Note 9 - PLAN TERMINATION

While there is no intention to do so, The Company may terminate the Plan and discontinue its contributions at any time subject to the provisions of ERISA. In the event of complete or partial Plan termination, any unvested amounts in the participants' accounts shall become fully vested. The Plan shall remain in effect and the assets shall be administered in the manner provided by the terms of the trust agreement and distributed as soon as administratively feasible.

SUPPLEMENTAL SCHEDULES

PERDUE, BRANDON, FIELDER, COLLINS AND MOTT 401(k) PLAN
EIN: 75-2027956, PLAN #001
Schedule H, line 4i - Schedule of Assets (Held at End of Year)
December 31, 2025

(a)	(b) Identity of issuer, borrower, lessor, or similar party	(c) Description of investment including maturity date, rate of interest, collateral, par, or maturity value	(d) Cost	(e) Current Value
Mutual funds				
	Harbor Capital Advisors, Inc.	Harbor International Core Fund Retirement Class	**	13,586
	Vanguard	Vanguard Target Retirement 2055 Fund	**	1,853,268
	PIMCO	PIMCO Income fund Institutional Class	**	95
	Vanguard	Vanguard Target Retirement 2065 Fund	**	122,157
	BlackRock	iShares S&P 500 Index Fund Class K	**	4,036,436
	Vanguard	Vanguard Target Retirement 2020 Fund	**	1,796,135
	Vanguard	Vanguard Target Retirement 2030 Fund	**	2,045,162
	Vanguard	Vanguard Target Retirement 2040 Fund	**	2,536,626
	Vanguard	Vanguard Target Retirement 2050 Fund	**	1,678,081
	Dimensional Fund Advisors	DFA U.S. Targeted Value Portfolio	**	488,555
	Invesco	Invesco Global Fund Class R6	**	1,593,669
	Dodge & Cox	Dodge & Cox Stock Fund - Class I	**	8,422
	Vanguard	Vanguard Small-Cap Index Fund Admiral Shares	**	459,890
	Vanguard	Vanguard Mid-Cap Index Fund Admiral Shares	**	172,246
	Vanguard	Vanguard Target Retirement Income	**	54,429
	Vanguard	Vanguard Target Retirement 2025 Fund	**	2,009,300
	Vanguard	Vanguard Target Retirement 2035 Fund	**	2,084,750
	Vanguard	Vanguard Target Retirement 2045 Fund	**	2,035,865
	MFS	MFS Mid Cap Value Fund Class R6	**	582,818
	MFS	MFS International Growth Fund Class R6	**	797,663
	American Funds	American Funds Washington Mutual Investors Fund Class R-6	**	2,516,756
	American Funds	American Funds American Balanced Fund® Class R-6	**	989,588
	Neuberger Berman	Neuberger Strategic Income Fund R6 Class	**	1,738,623
	JPMorgan	JPMorgan Mid Cap Growth Fund Class R6	**	934,529
	Vanguard	Vanguard Target Retirement 2060 Fund	**	502,566
*	Fidelity Investments	Fidelity® Total Bond Fund	**	891,115
*	Fidelity Investments	Fidelity® Small Cap Growth Fund	**	682,080
*	Fidelity Investments	Fidelity® Contrafund® - Class K	**	3,741,124
*	Fidelity Investments	Fidelity® International Index Fund	**	638,986
Total mutual funds				37,004,520
Collective Investment Trusts/ Collective Trust Funds				
*	Fidelity Investments	Managed Income Portfolio Class 1	**	1,384,334
Total Investments				\$ 38,388,854
*	Notes receivable from participants	Loans to participants, interest rates ranging from 4.25% to 9.50%, with various maturities		\$ 434,602

* Represents a party-in-interest.

** Column (d) cost information not required as accounts are participant directed.

Statement of Services and Compensation for the PERDUE, BRANDON, FIELDER, COLLINS AND MOTT 401(K) PLAN



This statement provides an overview of the investment and administrative services, fees and other compensation attributed to your workplace retirement plan, including information required by the Department of Labor regulation under section 408(b)(2) of the Employee Retirement Income Security Act of 1974 (ERISA).

The Department of Labor believes that the information required to be disclosed under ERISA section 408(b)(2) will assist plan fiduciaries when selecting and monitoring service providers, in satisfying their fiduciary obligations under ERISA section 404(a)(1) to act prudently and solely in the interest of the plan's participants and for the exclusive purpose of providing benefits and defraying reasonable expenses of administering the plan.

For more information regarding your plan's specific services and fee arrangement, please refer to your trust or service agreement.

This statement is organized as follows:

The Plan Summary section provides an overview of fees and other compensation that may be received by Fidelity and other service providers for the range of services provided to your plan.

The Investment Option-Related Services and Compensation section provides details regarding the fees for investment options offered under the plan, including the fees received by unaffiliated fund providers or annuity contract issuers.

The Administrative and Recordkeeping Services and Compensation

section provides details regarding other types of fees that may be incurred for various recordkeeping and administrative services, including fees for certain participant-initiated transactions.

The Services and Compensation Reported Separately section describes certain services and related compensation that are not included in this statement as well as where information about them may be found.



Plan Summary

This summary provides an overview of fees and other compensation that may be received by Fidelity and other service providers (such as non-Fidelity fund management fees) for the range of services provided to your plan. More detailed information is provided in the following sections.

Client Name: PERDUE, BRANDON, FIELDER, COLLINS AND MOTT, L.L.P.				Plan Name: PERDUE, BRANDON, FIELDER, COLLINS AND MOTT 401(K) PLAN			
Total Plan Assets: \$38,388,852							
Total Plan Participants: 440							
As of 12/31/2025							
		Recordkeeping		Investment Management and Other		Total	
		% Assets	\$	% Assets	\$	% Assets	\$
Investment Option-Related	Asset-based	0.02%	\$7,729	0.24%	\$91,915	0.26%	\$99,644
Administrative and Other	Billable Recordkeeping	0.09%	\$36,758			0.10%	\$36,758
	Transaction			0.02%	\$6,363	0.02%	\$6,363
	Other billable			0.01%	\$5,229	0.01%	\$5,229
	Float ¹	0.01%	\$2,558			0.01%	\$2,558
Total Amount		0.12%	\$47,045	0.27%	\$103,507	0.39%	\$150,552

Pricing Information	% Assets	\$	Per Participant
Total Amount for Recordkeeping	0.123%	\$47,045	\$106.93
Additional Value for Fidelity Products ²	0.017%	\$6,699	\$15.22
Contractual Rate	0.1400%	\$53,744	\$122.15

¹Fidelity maintains general or "omnibus" accounts to facilitate transactions of the employee benefit plans it services. "Float" refers to earnings from overnight investment of amounts in those omnibus accounts awaiting trade settlement or clearing of disbursements. The amount shown on the "Float" line above represents a calculated estimate of the amount of float, net of bank fees and other adjustments, retained by Fidelity that is attributable to your defined contribution plan's activity through these omnibus accounts during the preceding 12 months. The actual amount will be dependent on short-term interest rates and the plan's actual inflows and outflows. The amount reflected on the "Float" line above is exclusive of net float earnings attributable to the processing of Recurring Advisor Payments deducted from Participant accounts, if applicable. Please refer to your trust or service agreement or letter of authorization for additional information.

²Additional amount that Fidelity takes into account based on Fidelity products and/or services utilized as well as other factors.

Assumptions: The fees and other compensation set forth in this report are based in part on certain information provided to Fidelity and the assumptions described in your trust or service agreement. Fees may be subject to change as a result of changes to those assumptions or the information upon which the assumptions are based or as otherwise provided in the trust or service agreement. In addition, all fees and other compensation are subject in their entirety to the terms and conditions of the trust or service agreement.



Investment Option-Related Services and Compensation

This section provides details regarding the fees for each plan investment option for which Fidelity provides recordkeeping services. These fees include the management and other expenses charged by managers not affiliated with Fidelity. Typically, investment option related fees are expressed as a percentage of assets and associated with, but not limited to, the management and operation of the plan's investment options. This section also includes the compensation received by Fidelity from unaffiliated fund providers or annuity contract issuers for Fidelity's recordkeeping and administrative services with respect to such investments, which is referred to as "indirect compensation" under the 408(b)(2) regulation.

Client Name: PERDUE, BRANDON, FIELDER, COLLINS AND MOTT, L.L.P.

Plan Name: PERDUE, BRANDON, FIELDER, COLLINS AND MOTT 401(K) PLAN

Investment option	Assets as of 12/31/2025 ¹	Ticker	Category ²	Investment Option Fees Attributable to Recordkeeping ³		Investment Option Fees Attributable to Management and Other ⁴		Total Investment Option Fees ⁵		Other	Annuity ⁷		
				% / Per Part (\$)	(\$)	(%)	(\$)	(%)	(\$)	Short-term Trading Fee % / Days ⁶	Surrender Limit % / Penalty % ⁸	Insurance ⁹	Mortality (if disclosed separately)
IS S&P 500 IDX K	\$4,036,436	WFSPX	Large Blend	0.00% / \$0	\$0	0.03%	\$1,211	0.03%	\$1,211				
FID CONTRAFUND K	\$3,741,124	FCNKX	Large Growth	0.10% / \$0	\$3,741	0.46%	\$17,209	0.56%	\$20,950				
VANG TARGET RET 2040	\$2,536,626	VFORX	Target-Date 2040	0.00% / \$0	\$0	0.08%	\$2,029	0.08%	\$2,029				
AF WASH MUTL INV R6	\$2,516,756	RWMGX	Large Value	0.00% / \$0	\$0	0.26%	\$6,544	0.26%	\$6,544				
VANG TARGET RET 2035	\$2,084,750	VTTHX	Target-Date 2035	0.00% / \$0	\$0	0.08%	\$1,668	0.08%	\$1,668				
VANG TARGET RET 2030	\$2,045,162	VTHRX	Target-Date 2030	0.00% / \$0	\$0	0.08%	\$1,636	0.08%	\$1,636				
VANG TARGET RET 2045	\$2,035,865	VTIVX	Target-Date 2045	0.00% / \$0	\$0	0.08%	\$1,629	0.08%	\$1,629				
VANG TARGET RET 2025	\$2,009,300	VTTVX	Target-Date 2025	0.00% / \$0	\$0	0.08%	\$1,607	0.08%	\$1,607				
VANG TARGET RET 2055	\$1,853,268	VFFVX	Target-Date 2055	0.00% / \$0	\$0	0.08%	\$1,483	0.08%	\$1,483				
VANG TARGET RET 2020	\$1,796,135	VTWNX	Target-Date 2020	0.00% / \$0	\$0	0.08%	\$1,437	0.08%	\$1,437				
NB STRATEGIC INC R6	\$1,738,623	NRSIX	Multisector Bond	0.00% / \$0	\$0	0.50%	\$8,693	0.50%	\$8,693				
VANG TARGET RET 2050	\$1,678,081	VFIFX	Target-Date 2050	0.00% / \$0	\$0	0.08%	\$1,342	0.08%	\$1,342				
INVS GLOBAL R6	\$1,593,669	OGPIX	Global Large-Stock Growth	0.00% / \$0	\$0	0.72%	\$11,474	0.72%	\$11,474				
MIP CL 1	\$1,384,334	N/A	Stable Value	0.10% / \$0	\$1,384	0.45%	\$6,230	0.55%	\$7,614				
AF BALANCED R6	\$989,588	RLBGX	Moderate Allocation	0.00% / \$0	\$0	0.25%	\$2,474	0.25%	\$2,474				
JPM MID CAP GRTH R6	\$934,529	JMGIX	Mid-Cap Growth	0.00% / \$0	\$0	0.65%	\$6,074	0.65%	\$6,074				
FID TOTAL BOND	\$891,115	FTBFX	Intermediate Core-Plus Bond	0.10% / \$0	\$891	0.35%	\$3,119	0.45%	\$4,010				
MFS INTL GROWTH R6	\$797,663	MGRDX	Foreign Large Growth	0.00% / \$0	\$0	0.69%	\$5,504	0.69%	\$5,504				
FID SMALL CAP GROWTH	\$682,080	FCPGX	Small Growth	0.25% / \$0	\$1,705	0.63%	\$4,297	0.88%	\$6,002				
FID INTL INDEX	\$638,984	FSPSX	Foreign Large Blend	0.00% / \$0	\$0	0.04%	\$224	0.04%	\$224				
MFS MID CAP VALUE R6	\$582,818	MVCKX	Mid-Cap Value	0.00% / \$0	\$0	0.62%	\$3,613	0.62%	\$3,613				
VANG TARGET RET 2060	\$502,566	VTTX	Target-Date 2060	0.00% / \$0	\$0	0.08%	\$402	0.08%	\$402				
DFA US TARGET VALUE	\$488,555	DFVX	Small Value	0.00% / \$0	\$0	0.29%	\$1,417	0.29%	\$1,417				
VANG SM CAP IDX ADM	\$459,890	VSMAX	Small Blend	0.00% / \$0	\$0	0.05%	\$230	0.05%	\$230				
VANG MIDCAP IDX ADM	\$172,246	VIMAX	Mid-Cap Blend	0.00% / \$0	\$0	0.05%	\$86	0.05%	\$86				
VANG TARGET RET 2065	\$122,157	VLXVX	Target-Date 2065+	0.00% / \$0	\$0	0.08%	\$98	0.08%	\$98				
VANG TARGET RET INC	\$54,429	VTINX	Target-Date Retirement	0.00% / \$0	\$0	0.08%	\$44	0.08%	\$44				



Client Name: PERDUE, BRANDON, FIELDER, COLLINS AND MOTT, L.L.P.

Plan Name: PERDUE, BRANDON, FIELDER, COLLINS AND MOTT 401(K) PLAN

Investment option	Assets as of 12/31/2025 ¹	Ticker	Category ²	Investment Option Fees Attributable to Recordkeeping ³		Investment Option Fees Attributable to Management and Other ⁴		Total Investment Option Fees ⁵		Other	Annuity ⁷	
				% / Per Part (\$)	(\$)	(%)	(\$)	(%)	(\$)	Short-term Trading Fee % / Days ⁶	Surrender Limit % / Penalty % ⁸	Insurance ⁹ Mortality (if disclosed separately)
HARBOR INTL CORE RET	\$13,586	HAORX	Foreign Large Blend	0.00% / \$0	\$0	0.77%	\$105	0.77%	\$105			
DODGE & COX STOCK I	\$8,422	DODGX	Large Value	0.10% / \$0	\$8	0.42%	\$35	0.51%	\$43			
PIMCO INCOME INST	\$95	PIMIX	Multisector Bond	0.00% / \$0	\$0	1.05%	\$1	0.54%	\$1			
AF BOND FD AMER R6	\$0	RFBGX	Intermediate Core Bond	0.00% / \$0	\$0	0.24%	\$0	0.24%	\$0			
FID STK SEL SM CAP	\$0	FDSCX	Small Blend	0.25% / \$0	\$0	0.60%	\$0	0.85%	\$0			
JPM DEV INTL VAL R6	\$0	JNVMX	Foreign Large Value	0.00% / \$0	\$0	0.55%	\$0	0.55%	\$0			
JPM HIGH YIELD R6	\$0	JHYUX	High Yield Bond	0.00% / \$0	\$0	0.45%	\$0	0.45%	\$0			
LD ABT SH DTN INC R6	\$0	LDLVX	Short-Term Bond	0.00% / \$0	\$0	0.32%	\$0	0.32%	\$0			
VANG INFL PROT ADM	\$0	VAIPX	Inflation-Protected Bond	0.00% / \$0	\$0	0.10%	\$0	0.10%	\$0			
Investment totals	\$38,388,852				\$7,729		\$91,915		\$99,644			

Source of data - Data with respect to Fidelity mutual funds is provided by Fidelity Investments, which obtains certain data from the funds' prospectuses and annual or semi-annual reports. Data with respect to non-Fidelity mutual funds is obtained from Morningstar, Inc., which is not affiliated with Fidelity Investments. Accuracy, completeness and timeliness of Morningstar data cannot be guaranteed. Non-mutual fund investment option data is requested from the investment option's issuer or other service provider. In the event that any information with respect to an investment option was not received and is not shown in the chart above, please contact the issuer or other service provider for the investment option directly to obtain such information.

¹Assets - Assets used in this calculation represent plan balances as of the close of business on the date noted in the Asset column header and do not reflect subsequent adjustments that might have had a retroactive effect on such balances.

²Category - Fidelity Investments provides the investment-related category for its funds. The investment-related category for other investment options is provided by Morningstar Inc. or in some cases by the investment option manager.

³Investment Option Fees Attributable to Recordkeeping - Generally, these amounts are used to support services described in the Administrative and Recordkeeping Services and Compensation section and set forth in more detail in your trust or service agreement; depending on your plan's fee arrangement, these amounts may offset fees listed in that section. With respect to Fidelity funds, this column (%) shows the rate that would be used to calculate payments to a nonaffiliated recordkeeper to support certain services for Fidelity funds. In the case of Fidelity funds that are offered only to Fidelity recordkept plans (other than multi-manager funds), the rate is based on the payments Fidelity receives from comparable funds. In the case of Fidelity multi-manager funds (which may hold Fidelity and nonproprietary funds), the rate is based on the rate that would be used to calculate payments to a nonaffiliated recordkeeper for a Fidelity fund of a similar asset class that does not hold nonproprietary funds although any payments that may be received in connection with any nonproprietary funds held by the fund range from 0 to 40 bps. With respect to nonproprietary funds, this column (%) shows the rate that is used to calculate payments Fidelity receives pursuant to a contract or other arrangement between Fidelity and the fund, fund provider, or contract issuer under which Fidelity provides certain services to such fund, fund provider, or contract issuer. These payments are used to support Fidelity's services to the plan and are considered indirect compensation under the 408(b)(2) regulation. The dollar amounts shown are calculated by multiplying the percentage by the amount in the corresponding Assets column. Neither the rates nor the calculated dollar amounts represent a separate charge.

If your plan contains investment options that are comprised of more than one component fund, a blended payment rate (%) will be calculated based on only the component funds that currently provide payments to support recordkeeping services. All other component funds that comprise the investment option, such as those that do not provide such payments, will not be listed.

⁴Investment Option Fees Attributable to Management and Other - This column reflects the difference (in percentage and dollar terms, respectively) between the Total Investment Option Fees column and the Investment Option Fees Attributable to Recordkeeping column. It does not represent a separate charge in the expense ratio of the investment option.

⁵Total Investment Option Fees - This column reflects the net expense ratio for the investment option as calculated by the investment option issuer or other service provider and obtained from the source(s) described above. In general, the net expense ratio for a mutual fund is its investment management and operating expenses calculated with any applicable waivers, caps, and/or reimbursements deducted. Waivers, caps, and/or reimbursements may be voluntary and terminated at any time unless otherwise disclosed in the applicable fund's prospectus. The fees and expenses for non-mutual fund investment options may be calculated using methodologies different from those used for mutual funds and may include trustee and/or other administrative fees that the plan sponsor has directed be accrued and paid from the option but may not include all the fees that mutual fund expense ratios are required to reflect. The expense ratio or similar expense amount may not take into consideration every expense



associated with an investment option. For example, portfolio trading costs may not be reflected in an investment option's expense ratio, but do figure into its overall return. The dollar amounts shown are calculated by multiplying the percentage by the amount in the corresponding Assets column.

Please note the regulation under ERISA section 408(b)(2) requires that the plan's recordkeeper provide certain investment disclosures including the annual operating expenses (e.g., expense ratio) of certain investment options for which the recordkeeper provides services to the extent that information is within the control of or reasonably available to the recordkeeper. The expense ratio required to meet this obligation must be calculated in accordance with the Department of Labor's regulation under ERISA section 404(a) and is commonly referred to as the investment option's "gross expense ratio." Please see the Services and Compensation Reported Separately section for details regarding where gross expense ratios and other investment disclosures may be accessed.

⁶Short-term Trading Fee - Fee charged by an investment option to investors who hold their shares for less than a predetermined period of time (such as 90 days or 120 days). This fee (e.g., 0.75%, 1.5%, etc.) varies and is paid to the investment option.

⁷Annuity - A contract issued by an insurance company to the plan sponsor or plan trustee. Both Fixed and Variable annuities may be available with a variety of structures to deliver various features or benefits like a guaranteed rate of return or a guaranteed amount of income at retirement age.

⁸Surrender Charge - The insurance company levies surrender charges when an investor withdraws money in excess of the acceptable amount before the specified date. Usually, the surrender charge is expressed as a percentage of the amount of the money that is either withdrawn or surrendered.

⁹Insurance Fee - The percentage of subaccount assets deducted each year to cover Mortality and Expense (M&E) Fee, risk charges, and other miscellaneous administration fees.

Fund of funds - A mutual fund or strategy fund that invests all or almost all its assets in other funds (called a "fund of funds") is required to calculate its gross expense ratio by adding the weighted net expense ratios of its underlying funds to the gross expense ratio of the "top fund," and to calculate its net expense ratio by adding the weighted net expense ratio of its underlying funds to the net expense ratio of its "top fund." The expense ratios of the underlying funds are aggregated and pro-rated in a manner that reflects their average weight among the holdings of the "top fund." In cases where the "top fund" charges no additional expenses, the gross and net expense ratios will be identical.

If Fidelity Management Trust Company (FMTC) or Fidelity Institutional Asset Management Trust Company (FIAM TC) is the investment manager of an investment option listed above, it serves in a fiduciary capacity under ERISA. For more information regarding such services, please consult the trust or investment management documents. Certain contributions to, and redemptions from, the FMTC and FIAM TC commingled pools may be subject to a fee pursuant to significant cash flow policies. The fees vary by pool, and are payable to the commingled pool and intended to cover the costs of investing in or selling securities in the pool.

Fidelity may receive a payment from American Fund Distributors (AFD) for, among other things, providing AFD with access to financial intermediaries and investors in certain Fidelity channels, providing a platform to support the provision of investment guidance and service to such financial intermediaries and investors, when applicable, and promoting operational efficiencies. As described in American Fund prospectuses, AFD has discretion as to the amount of the payment, if any; the criteria to determine any payment includes sales, assets, and cash flows as well as qualitative factors. It is anticipated that the payment would not exceed .08% annually of AFD assets in Fidelity's retail, workplace, and intermediary channels.

Fidelity receives fees of up to \$2,000 per product per year for some products that hold aggregate assets of less than \$1.5 million across Fidelity's retail, workplace, and intermediary channels.

Certain unaffiliated product providers are subject to a monthly minimum fee of \$3,125 that is paid to Fidelity. This fee is reduced, in whole or in part, by the amount of asset-based and position-based fees due each month with respect to such provider's products on Fidelity's brokerage and retirement platforms.

Fidelity receives initial start-up fees from certain unaffiliated product providers the first time that the provider makes products available on Fidelity's platform.

Fidelity receives fees for adding new products to Fidelity's platform.

Fidelity receives fees related to Fidelity's access, engagement and analytics program, in which certain unaffiliated product providers are invited to participate. Firms that participate in this program pay Fidelity a flat, annual program fee that typically equates to less than 0.03% of the product provider's assets in Fidelity's retail, workplace, and intermediary channels. The amount of the fee is the same for all participating product providers, and it does not vary based on whether a particular plan or other investor chooses to invest in that product provider's investment products through Fidelity.

Fidelity has contractual arrangements with certain product providers to compensate Fidelity for maintaining the infrastructure required to accommodate that provider's investment products on Fidelity's distribution platforms. Your plan offers products provided by one or more firms that have agreed to pay Fidelity such a fee applicable to its workplace plan recordkeeping platform, as described below:

- Pacific Investment Management Company LLC has agreed to pay Fidelity an annual fee for maintaining the infrastructure required to accommodate Pacific Investment Management Company LLC's investment products on Fidelity's retail, workplace and intermediary distribution platforms. This fee equates to between 0.01% and 0.02% of Pacific Investment Management Company LLC's assets in all retail, workplace and intermediary channels maintained by Fidelity as of 12/31/2024. While the fee is not directly tied to your plan's investments, the plan can get a reasonable sense of the size of the fee in relation to its own investments in Pacific Investment Management Company LLC's investment products by applying this percentage to the plan's total assets in Pacific Investment Management Company LLC's products as of 12/31/2024. The assets used for purposes of this calculation include all assets in the firm's mutual funds, ETFs and NSCC-



traded collective investment trusts.

- BlackRock Advisors, LLC has agreed to pay Fidelity an annual fee for maintaining the infrastructure required to accommodate BlackRock Advisors, LLC's investment products on Fidelity's retail, workplace and intermediary distribution platforms. This fee equates to between 0% and 0.01% of BlackRock Advisors, LLC's assets in all retail, workplace and intermediary channels maintained by Fidelity as of 12/31/2024. While the fee is not directly tied to your plan's investments, the plan can get a reasonable sense of the size of the fee in relation to its own investments in BlackRock Advisors, LLC's investment products by applying this percentage to the plan's total assets in BlackRock Advisors, LLC's products as of 12/31/2024. The assets used for purposes of this calculation include all assets in the firm's mutual funds, ETFs and NSCC-traded collective investment trusts.

Additional Disclosure:

Good Faith Estimate of the Cost of Recordkeeping - The regulation under ERISA section 408(b)(2) provides a special rule if the plan recordkeeper does not charge an explicit recordkeeping fee or its compensation is offset by other amounts received by the recordkeeper or an affiliate. In such cases, the regulation requires a "good faith estimate" of the cost of such services to the plan. Accordingly, the good faith estimate for your plan can be determined by adding the Investment Option Fees Attributable to Recordkeeping column total to any billable recordkeeping fees and reducing that by any credits granted under your contract.

The following fees may apply if your plan offers company stock as an investment option.

Stock fund commissions:

Real-time traded - No more than \$0.029 per share

Share Accounted - No more than \$0.029 per share

Unitized - No more than \$0.02 per share

Based on plan fiduciary direction, brokerage services may be provided by non-Fidelity entities, in which case Fidelity is not receiving listed compensation and commissions may vary. If special trading requested, commissions may vary.

The following fees may apply if your plan offers a Digital Assets Account (DAA) as an investment option:

- Trading services for the digital assets held in the DAA may be provided by Fidelity affiliate(s) and/or non-Fidelity entities.
- The Fidelity affiliate(s) and/or non-Fidelity entities providing trading services may apply the following fees to the amount of digital assets traded:
 - o 10 bps for Fidelity affiliate(s)
 - o 12 bps for Coinbase
- In other instances, an entity providing the trading services may be compensated based on the spread (i.e. the difference between the bid price for the digital asset and the offer price).
- Non-Fidelity entities providing trading services for digital assets held in the DAA may also extend credit to the plan to facilitate transactions related to those digital assets. Fidelity shall be responsible for any fees charged by non-Fidelity entities for such credit services.



Administrative and Recordkeeping Services and Compensation

This section provides details regarding various administrative and recordkeeping services provided to the plan and the related billable fees including those for certain participant-initiated transactions. If these fees are paid by the plan, such payments would be considered "direct compensation" under the 408(b)(2) regulation. In most instances, the amounts listed in the Investment Option Fees Attributable to Recordkeeping column in the Investment Option-Related Services and Compensation section are in addition to the fees listed below.

Client Name: PERDUE, BRANDON, FIELDER, COLLINS AND MOTT, L.L.P.			Plan Name: PERDUE, BRANDON, FIELDER, COLLINS AND MOTT 401(K) PLAN	
As of 12/31/2025				
Fee type	Rate/Value	Description	Payment Method	Fees billed (Historical bills as of 09/30/2025) ¹
Recordkeeping				
Participant Maintenance	0.14%	Recordkeeping - Includes recordkeeping and related administrative services, online and phone channels, customer support; may also include trustee services, testing services, and communications.	Billed to Plan Sponsor	\$45,358
Subtotal				\$45,358
Transaction				
In-Service Withdrawals	\$25.00	Fee for the administration and processing of in-service withdrawal payments to plan participants.	Paid by Participant	\$1,375
Loan Maintenance	\$25.00	Annual Fee for ongoing administration of participant loan.	Paid by Participant	\$1,913
Loan Setup	\$75.00	Fee for the administrative processing of a new participant loan.	Paid by Participant	\$3,000
Overnight Mailing Fee	\$25.00	Fee for sending checks and/or documents to participants via overnight mail; please note, zero is displayed in the fees billed column as these fees are paid by the participant and are not invoiced.	Paid by Participant	\$0
Prior Loan Maintenance Fee	\$25.00	Annual Fee for ongoing administration of participant loans setup prior to a specified date.	Billed to Plan Sponsor	\$0
QDRO - Combo Non-Web	\$1,800.00	Fee for processing a Qualified Domestic Relations Order that covers more than one plan within a client.	Paid by Participant	\$0
QDRO - Non Web	\$1,200.00	Fee for processing a Qualified Domestic Relations Order not initiated on the web.	Paid by Participant	\$0
QDRO - Web	\$300.00	Fee for processing a Qualified Domestic Relations Order initiated on the web.	Paid by Participant	\$0
Required Minimum Distribution	\$25.00	Per-transaction fee for the calculation and payment processing of participants' annual Required Minimum Distribution.	Paid by Participant	\$75
Return of Excess Fee	\$25.00	Fee for the administration and processing of return of excess contributions to plan participants.	Billed to Plan Sponsor	\$0
Subtotal				\$6,363
Other billable				
Fee for Service	--	Represents the amount invoiced for "fee for service" projects in the prior 12 months; details regarding these fees and services may be found in documents that were furnished separately at the time of such projects.	--	\$801

**Client Name: PERDUE, BRANDON, FIELDER, COLLINS AND MOTT, L.L.P.****Plan Name: PERDUE, BRANDON, FIELDER, COLLINS AND MOTT 401(K) PLAN**

As of 12/31/2025

Fee type	Rate/Value	Description	Payment Method	Fees billed (Historical bills as of 09/30/2025) ¹
Full Distribution	\$25.00	Recordkeeping - Includes recordkeeping and related administrative services, online and phone channels, customer support; may also include trustee services, testing services, and communications.	Paid by Participant	\$928
NDT - Other Charges	0	Fee for Testing and Reporting Services performed by Fidelity above and beyond the standard offering.	Billed to Plan Sponsor	\$3,500
Subtotal				\$5,229

¹This column shows an amount that is intended to be representative of the amount billed to the plan sponsor or deducted from participant accounts for the corresponding fee type during a 12-month period in the past. Please note that such 12-month period may be based on calendar quarters, billing cycle quarters or certain other periods depending upon the fee type. Also, please note that amounts shown for fee types added during the applicable period are not annualized. Similarly, amounts for fee types eliminated during the applicable period may not be shown. For more detailed information about the amount of any fee type billed or deducted, please consult the applicable invoices or contact your Fidelity representative.

Columns containing dollar amounts in this document show whole numbers, with the exception of the Rate/Value columns in the Administrative and Recordkeeping Services and Compensation section. Where FMTC serves as trustee or custodian for the plan, there may not be a separate charge for its services. In such cases, the cost of such services is supported by the compensation received by other Fidelity affiliates with respect to the plan and its investment options. As a directed trustee, FMTC may serve in a fiduciary capacity under ERISA to the extent provided by existing guidance. To the extent a Fidelity entity provides investment advice within the meaning of ERISA to plan participants and/or a plan fiduciary, the Fidelity entity serves in a fiduciary capacity under ERISA for the provision of such advice.

To compensate Fidelity for allowing Financial Engines to offer its advisory services on Fidelity's recordkeeping platform, Fidelity receives a fixed amount from Financial Engines, Inc., or an affiliate, that does not vary based on whether a plan offers Financial Engines' services or the asset level of the plan(s) on Fidelity's recordkeeping platform. This amount is not in connection to Fidelity's service to the plan and not considered indirect compensation under the 408(b)(2) regulation.



Services and Compensation Reported Separately

Contract Termination

Please refer to the fee schedule included with your trust or service agreement to determine whether the terminating party may be responsible for a payment to the other party in the event of a termination for convenience or otherwise.

Advisory Services

If the plan offers discretionary or nondiscretionary investment advisory services to your participants, please refer to your contract with the advisor for the fees charged for such advisory services. If Strategic Advisors Inc. provides discretionary management services to your plan, it does so in a fiduciary capacity under ERISA and serves as a registered investment advisor under the Investment Advisors Act 1940. For more information, please refer to your investment management agreement.

If Fidelity receives compensation from a non-affiliated advisor related to advisory services provided to the plan, such compensation is described in the letter of direction or other agreement between Fidelity and the plan sponsor related to the service. This compensation is considered indirect compensation within the meaning of the 408(b)(2) regulation and is being provided to Fidelity as compensation for allowing the unaffiliated investment advisor to offer its advisory services to Fidelity's recordkeeping clients as well as for certain administrative and technological services provided to the unaffiliated investment advisor to support their advisory service on Fidelity's platform pursuant to a contract with the advisor.

Brokerage Services

If the plan offers BrokerageLink®, you will receive separately a schedule of brokerage commissions and other fees related to that service as well as disclosure related to compensation that Fidelity may receive from the mutual funds available through the service.

Annuity Services

If the plan offers annuity distribution options, including the Guaranteed Income Direct Service, Fidelity may receive payments from unaffiliated insurance companies issuing such annuities for recordkeeping and education support. Such payments are considered indirect compensation within the meaning of the 408(b)(2) regulation. Please refer to your trust or service agreement for additional information.

Investment Disclosures

Under the 408(b)(2) regulation, recordkeepers are required to provide certain information or data that is required for the plan administrator to comply with its disclosure obligations under the ERISA 404(a) regulation to the extent such information or data is within the control of or reasonably available to the recordkeeper. To the extent Fidelity has this information or data, it will be populated on the Fidelity website for your plan (netbenefits.fidelity.com) and may also be accessed via PSW (psw.fidelity.com). If you have questions, please contact your Fidelity representative.

Information or data with respect to non-Fidelity mutual funds have been obtained from Morningstar, Inc. and may be drawn from the fund's prospectus and/or annual and semi-annual reports. Information and data with respect to non-mutual fund investment options have been obtained from the issuer or other service provider. Fidelity makes no representations as to the completeness or accuracy of such information or data.

3rd Party De Minimis Rollover Service

If the plan utilizes a non-affiliated Individual Retirement Account (IRA) provider for de minimis rollovers you will receive a separate disclosure related to indirect compensation that Fidelity and its subcontractors may receive related to such services.

Other Investment Options

Fidelity receives compensation for supporting certain non-affiliated investment options. Please refer to your trust or service agreement for additional information, if applicable.

Float Compensation

Fidelity maintains general or "omnibus" accounts at unaffiliated banks to facilitate transactions of the employee benefit plans it services. If markets permit, amounts in these omnibus accounts awaiting trade settlement or clearing of disbursements are invested in short-term investments that generally earn a rate approximating the Target Federal Funds Rate and/or money market rates. These earnings are referred to as "float" and are considered indirect compensation within the meaning of the 408(b)(2) regulation. Please refer to your trust or service agreement or letter of authorization for additional information.

For plan sponsor use only.

This statement is being provided by Fidelity Investments Institutional Operations Company on behalf of the Fidelity entity who is or will be the contracting party in your trust or service agreement and may include additional disclosures on behalf of other Fidelity affiliates.

Fidelity Investments Institutional Operations Company, Inc., 245 Summer St., Boston, MA 02110

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