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

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.)
- [X] 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:
- [X] Form 5558
- [ ] automatic extension
- [ ] the DFVC program
- [ ] special extension (enter description)

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

Part II Basic Plan Information—enter all requested information

1a Name of plan
GEO. BYERS SONS, 401(K) PLAN

1b Three-digit plan number (PN) ▶ 003

1c Effective date of plan 10/01/1985

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)
GEO. BYERS SONS HOLDING, INC.

427 S. HAMILTON ROAD
P.O. BOX 16513
COLUMBUS, IA 43216

2b Employer Identification Number (EIN) 31-4139860

2c Plan Sponsor's telephone number 614-737-7616

2d Business code (see instructions) 441110

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.	10/08/2026	JENNIFER MOORE
	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

PENTEGRA SERVICES, INC.

2 ENTERPRISE DRIVE
SUITE 408
SHELTON, CT 06484

3b Administrator's EIN
13-3745616

3c Administrator's telephone number
844-367-2848

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**	1156
6	Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines **6a(1), 6a(2), 6b, 6c,** and **6d**).		
a(1)	Total number of active participants at the beginning of the plan year	**6a(1)**	860
a(2)	Total number of active participants at the end of the plan year	**6a(2)**	846
b	Retired or separated participants receiving benefits	**6b**	26
c	Other retired or separated participants entitled to future benefits	**6c**	363
d	Subtotal. Add lines **6a(2)**, **6b**, and **6c**.	**6d**	1235
e	Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.	**6e**	1
f	Total. Add lines **6d** and **6e**.	**6f**	1236
g(1)	Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item)	**6g(1)**	1030
g(2)	Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)	**6g(2)**	1023
h	Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested.	**6h**	83
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 2S 2T 3D 3H

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

9b Plan benefit arrangement (check all that apply)

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

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

a Pension Schedules

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

b General Schedules

- **(1)** [X] **H** (Financial Information)
- **(2)** [ ] **I** (Financial Information – Small Plan)
- **(3)** [X] **A** (Insurance Information) – Number Attached 1
- **(4)** [X] **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 A (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Insurance 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.**

▶ Insurance companies are required to provide the information pursuant to ERISA section 103(a)(2).

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
GEO. BYERS SONS, 401(K) PLAN

B Three-digit plan number (PN) ▶ 003

C Plan sponsor's name as shown on line 2a of Form 5500
GEO. BYERS SONS HOLDING, INC.

D Employer Identification Number (EIN)
31-4139860

Part I **Information Concerning Insurance Contract Coverage, Fees, and Commissions** Provide information for each contract on a separate Schedule A. Individual contracts grouped as a unit in Parts II and III can be reported on a single Schedule A.

1 Coverage Information:

(a) Name of insurance carrier
NATIONWIDE LIFE INSURANCE COMPANY

(b) EIN	(c) NAIC code	(d) Contract or identification number	(e) Approximate number of persons covered at end of policy or contract year	Policy or contract year	
				(f) From	(g) To
31-4156830	66869	436-16787	0	01/01/2025	12/31/2025

2 Insurance fee and commission information. Enter the total fees and total commissions paid. List in line 3 the agents, brokers, and other persons in descending order of the amount paid.

(a) Total amount of commissions paid	(b) Total amount of fees paid
16022	0

3 Persons receiving commissions and fees. (Complete as many entries as needed to report all persons).

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

CAMBRIDGE INVESTMENT RESEARCH
1776 PLEASANT PLAIN RD
FAIRFIELD, IA 52556

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	
16022	0	BROKER/INVESTMENT ADVISOR	4

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		**(e)** Organization code
	(c) Amount	**(d)** Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		**(e)** Organization code
	(c) Amount	**(d)** Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		**(e)** Organization code
	(c) Amount	**(d)** Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		**(e)** Organization code
	(c) Amount	**(d)** Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		**(e)** Organization code
	(c) Amount	**(d)** Purpose	

Part II Investment and Annuity Contract Information

Where individual contracts are provided, the entire group of such individual contracts with each carrier may be treated as a unit for purposes of this report.

4	Current value of plan's interest under this contract in the general account at year end	4	2538940
5	Current value of plan's interest under this contract in separate accounts at year end	5	0

6 Contracts With Allocated Funds:

a State the basis of premium rates ▶ 0

b	Premiums paid to carrier	6b	0
c	Premiums due but unpaid at the end of the year	6c	0
d	If the carrier, service, or other organization incurred any specific costs in connection with the acquisition or retention of the contract or policy, enter amount.	6d	

Specify nature of costs ▶

e Type of contract: (1) ☐ individual policies (2) ☐ group deferred annuity

(3) ☐ other (specify) ▶

f If contract purchased, in whole or in part, to distribute benefits from a terminating plan, check here ▶ ☐

7 Contracts With Unallocated Funds (Do not include portions of these contracts maintained in separate accounts)

a Type of contract: (1) ☐ deposit administration (2) ☐ immediate participation guarantee

(3) ☒ guaranteed investment (4) ☐ other ▶

b	Balance at the end of the previous year			7b	4434328
c	Additions: (1) Contributions deposited during the year	7c(1)	135887		
	(2) Dividends and credits	7c(2)	156		
	(3) Interest credited during the year	7c(3)	50139		
	(4) Transferred from separate account	7c(4)	8941233		
	(5) Other (specify below)	7c(5)	138896		
	▶ LOAN REPAYMENTS/FORFEITURES				
	(6)Total additions			7c(6)	9266311
d	Total of balance and additions (add lines **7b** and **7c(6)**).			7d	13700639
e	Deductions:				
	(1) Disbursed from fund to pay benefits or purchase annuities during year	7e(1)	1175357		
	(2) Administration charge made by carrier	7e(2)	4927		
	(3) Transferred to separate account	7e(3)	9848161		
	(4) Other (specify below)	7e(4)	133253		
	▶ LOAN WITHDRAWAL				
	(5) Total deductions			7e(5)	11161698
f	Balance at the end of the current year (subtract line **7e(5)** from line **7d**)			7f	2538941

Part III Welfare Benefit Contract Information

If more than one contract covers the same group of employees of the same employer(s) or members of the same employee organizations(s), the information may be combined for reporting purposes if such contracts are experience-rated as a unit. Where contracts cover individual employees, the entire group of such individual contracts with each carrier may be treated as a unit for purposes of this report.

8 Benefit and contract type (check all applicable boxes)

- **a** ☐ Health (other than dental or vision)
- **b** ☐ Dental
- **c** ☐ Vision
- **d** ☐ Life insurance
- **e** ☐ Temporary disability (accident and sickness)
- **f** ☐ Long-term disability
- **g** ☐ Supplemental unemployment
- **h** ☐ Prescription drug
- **i** ☐ Stop loss (large deductible)
- **j** ☐ HMO contract
- **k** ☐ PPO contract
- **l** ☐ Indemnity contract
- **m** ☐ Other (specify) ▶

9 Experience-rated contracts:				
a Premiums: (1) Amount received	**9a(1)**			
(2) Increase (decrease) in amount due but unpaid	**9a(2)**			
(3) Increase (decrease) in unearned premium reserve	**9a(3)**			
(4) Earned (**(1)** + **(2)** - **(3)**)			**9a(4)**	0
b Benefit charges (1) Claims paid	**9b(1)**			
(2) Increase (decrease) in claim reserves	**9b(2)**			
(3) Incurred claims (add **(1)** and **(2)**)			**9b(3)**	0
(4) Claims charged			**9b(4)**	
c Remainder of premium: (1) Retention charges (on an accrual basis) --				
(A) Commissions	**9c(1)(A)**			
(B) Administrative service or other fees	**9c(1)(B)**			
(C) Other specific acquisition costs	**9c(1)(C)**			
(D) Other expenses	**9c(1)(D)**			
(E) Taxes	**9c(1)(E)**			
(F) Charges for risks or other contingencies	**9c(1)(F)**			
(G) Other retention charges	**9c(1)(G)**			
(H) Total retention			**9c(1)(H)**	0
(2) Dividends or retroactive rate refunds. (These amounts were ☐ paid in cash, or ☐ credited.)			**9c(2)**	
d Status of policyholder reserves at end of year: (1) Amount held to provide benefits after retirement			**9d(1)**	
(2) Claim reserves			**9d(2)**	
(3) Other reserves			**9d(3)**	
e Dividends or retroactive rate refunds due. (Do not include amount entered in line **9c(2)**.)			**9e**	
10 Nonexperience-rated contracts:				
a Total premiums or subscription charges paid to carrier			**10a**	
b If the carrier, service, or other organization incurred any specific costs in connection with the acquisition or retention of the contract or policy, other than reported in Part I, line 2 above, report amount.			**10b**	

Specify nature of costs.

Part IV Provision of Information

11 Did the insurance company fail to provide any information necessary to complete Schedule A? ☐ Yes ☒ No

12 If the answer to line 11 is "Yes," specify the information not provided. ▶

SCHEDULE C (Form 5500)	Service Provider Information	OMB No. 1210-0110
Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ **File as an attachment to Form 5500.**	**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
GEO. BYERS SONS, 401(K) PLAN

B Three-digit plan number (PN) ▶ 003

C Plan sponsor's name as shown on line 2a of Form 5500
GEO. BYERS SONS HOLDING, INC.

D Employer Identification Number (EIN)
31-4139860

Part I Service Provider Information (see instructions)

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

1 Information on Persons Receiving Only Eligible Indirect Compensation

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

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

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

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

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

PENTEGRA SERVICES INC

6830 COMMERCE COURT DR
BLACKLICK, OH 43004

13-3745616

(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?
13 14 15 17 34 37 38 64 99	THIRD PARTY ADMIN	37993	Yes [X] No [ ]	Yes [X] No [ ]	175829	Yes [ ] No [X]

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

PROACCOUNT

10 W NATIONWIDE BLVD
COLUMBUS, OH 43215

73-0988442

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
26	INVESTMENT ADVISORY	91792	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

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

CAMBRIDGE INVESTMENT RESEARCH

1776 PLEASANT PLAIN RD
FAIRFIELD, IA 52556

42-1445429

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
26	INVESTMENT ADVISOR	0	Yes [X] No [ ]	Yes [X] No [ ]	43916	Yes [ ] No [X]

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)

NATIONWIDE

ONE NATIONWIDE PLAZA
COLUMBUS, OH 43215

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
15 26 49 52 59 60 63 64 99	INVESTMENT ADVISOR	41743	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

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

A P S - PENTEGRA

6830 COMMERCE COURT DR
BLACKLICK, OH 43004

13-3892096

(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?
13 14 15 17 34 37 38 64 99	THIRD PARTY ADMIN	39456	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

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

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
			Yes [ ] 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
(d) Enter name and EIN (address) of source of indirect compensation	**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	

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

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

Part II Service Providers Who Fail or Refuse to Provide Information

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

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

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Part III Termination Information on Accountants and Enrolled Actuaries (see instructions)

(complete as many entries as needed)

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

SCHEDULE H (Form 5500)

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
GEO. BYERS SONS, 401(K) PLAN

B Three-digit plan number (PN) ▶ 003

C Plan sponsor's name as shown on line 2a of Form 5500
GEO. BYERS SONS HOLDING, INC.

D Employer Identification Number (EIN)
31-4139860

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		
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)	7554	0
(2) Participant contributions	1b(2)	152518	0
(3) Other	1b(3)	9971	0
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)		
(2) U.S. Government securities	1c(2)		
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)		
(B) All other	1c(3)(B)		
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)		
(B) Common	1c(4)(B)		
(5) Partnership/joint venture interests	1c(5)		
(6) Real estate (other than employer real property)	1c(6)		
(7) Loans (other than to participants)	1c(7)		
(8) Participant loans	1c(8)	786783	941389
(9) Value of interest in common/collective trusts	1c(9)		
(10) Value of interest in pooled separate accounts	1c(10)		
(11) Value of interest in master trust investment accounts	1c(11)		
(12) Value of interest in 103-12 investment entities	1c(12)		
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)	45039647	52416613
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)	4432460	2538940
(15) Other	1c(15)		

		(a) Beginning of Year	(b) End of Year
1d Employer-related investments:			
(1) Employer securities	1d(1)		
(2) Employer real property	1d(2)		
1e Buildings and other property used in plan operation	1e		
1f Total assets (add all amounts in lines 1a through 1e)	1f	50428933	55896942
Liabilities			
1g Benefit claims payable	1g		
1h Operating payables	1h		
1i Acquisition indebtedness	1i		
1j Other liabilities	1j		
1k Total liabilities (add all amounts in lines 1g through1j)	1k	0	0
Net Assets			
1l Net assets (subtract line 1k from line 1f)	1l	50428933	55896942

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)	563146	
(B) Participants	2a(1)(B)	4385321	
(C) Others (including rollovers)	2a(1)(C)	0	
(2) Noncash contributions	2a(2)		
(3) Total contributions. Add lines **2a(1)(A), (B), (C),** and line **2a(2)**	2a(3)		4948467
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)		
(B) U.S. Government securities	2b(1)(B)		
(C) Corporate debt instruments	2b(1)(C)		
(D) Loans (other than to participants)	2b(1)(D)		
(E) Participant loans	2b(1)(E)	66863	
(F) Other	2b(1)(F)	22700	
(G) Total interest. Add lines **2b(1)(A)** through **(F)**	2b(1)(G)		89563
(2) Dividends: **(A)** Preferred stock	2b(2)(A)		
(B) Common stock	2b(2)(B)		
(C) Registered investment company shares (e.g. mutual funds)	2b(2)(C)		
(D) Total dividends. Add lines **2b(2)(A)**, **(B)**, and **(C)**	2b(2)(D)		0
(3) Rents	2b(3)		
(4) Net gain (loss) on sale of assets: **(A)** Aggregate proceeds	2b(4)(A)		
(B) Aggregate carrying amount (see instructions)	2b(4)(B)		
(C) Subtract line **2b(4)(B)** from line **2b(4)(A)** and enter result	2b(4)(C)		0
(5) Unrealized appreciation (depreciation) of assets: **(A)** Real estate	2b(5)(A)		
(B) Other	2b(5)(B)		
(C) Total unrealized appreciation of assets. Add lines **2b(5)(A)** and **(B)**	2b(5)(C)		0

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts	2b(6)		
(7) Net investment gain (loss) from pooled separate accounts	2b(7)		
(8) Net investment gain (loss) from master trust investment accounts	2b(8)		
(9) Net investment gain (loss) from 103-12 investment entities	2b(9)		
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		7357512
c Other income	2c		0
d Total income. Add all **income** amounts in column (b) and enter total	2d		12395542
Expenses			
e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	6736945	
(2) To insurance carriers for the provision of benefits	2e(2)		
(3) Other	2e(3)		
(4) Total benefit payments. Add lines **2e(1)** through **(3)**	2e(4)		6736945
f Corrective distributions (see instructions)	2f		456
g Certain deemed distributions of participant loans (see instructions)	2g		17602
h Interest expense	2h		
i Administrative expenses:			
(1) Salaries and allowances	2i(1)		
(2) Contract administrator fees	2i(2)	172530	
(3) Recordkeeping fees	2i(3)		
(4) IQPA audit fees	2i(4)		
(5) Investment advisory and investment management fees	2i(5)		
(6) Bank or trust company trustee/custodial fees	2i(6)		
(7) Actuarial fees	2i(7)		
(8) Legal fees	2i(8)		
(9) Valuation/appraisal fees	2i(9)		
(10) Other trustee fees and expenses	2i(10)		
(11) Other expenses	2i(11)		
(12) Total administrative expenses. Add lines **2i(1)** through **(11)**	2i(12)		172530
j Total expenses. Add all **expense** amounts in column (b) and enter total	2j		6927533
Net Income and Reconciliation			
k Net income (loss). Subtract line **2j** from line **2d**	2k		5468009
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) [X] Unmodified **(2)** [ ] Qualified **(3)** [ ] Disclaimer **(4)** [ ] Adverse

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

(1) [X] DOL Regulation 2520.103-8 **(2)** [ ] DOL Regulation 2520.103-12(d) **(3)** [ ] neither DOL Regulation 2520.103-8 nor DOL Regulation 2520.103-12(d).

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

(1) Name: PW PARTNERS, LLC **(2)** EIN: 83-3323563

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

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

Part IV Compliance Questions

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

During the plan year:

		Yes	No	Amount
a Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.)	**4a**		X	
b Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.)	**4b**		X	
c Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)	**4c**		X	
d Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)	**4d**		X	
e Was this plan covered by a fidelity bond?	**4e**	X		500000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?	**4f**		X	
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?	**4g**		X	
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?	**4h**		X	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	**4i**	X		
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)	**4j**		X	
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?	**4k**		X	
l Has the plan failed to provide any benefit when due under the plan?	**4l**		X	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)	**4m**		X	
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.	**4n**			

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

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

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

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

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

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

SCHEDULE R (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Retirement Plan Information

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

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

OMB No. 1210-0110

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
GEO. BYERS SONS, 401(K) PLAN

B Three-digit plan number (PN) ▶ 003

C Plan sponsor's name as shown on line 2a of Form 5500
GEO. BYERS SONS HOLDING, INC.

D Employer Identification Number (EIN)
31-4139860

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 | 0

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): 13-3745616

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

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

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

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

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

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

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

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

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

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

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

Part III Amendments

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

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

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

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

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

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

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

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

a Name of contributing employer

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

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

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

---

a Name of contributing employer

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

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

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

---

a Name of contributing employer

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

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

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

---

a Name of contributing employer

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

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

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

---

a Name of contributing employer

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

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

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

---

a Name of contributing employer

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

☐ Yes.

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

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

☐ No. Other. Provide explanation._____

Part VII IRS Compliance Questions

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

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

☐ Design-based safe harbor method

☐ "Prior year" ADP test

☒ "Current year" ADP test

☐ N/A

22 If the plan sponsor is an adopter of a pre-approved plan that received a favorable IRS Opinion Letter, enter the date of the Opinion Letter 06 / 30 / 2020 (MM/DD/YYYY) and the Opinion Letter serial number Q702776A .

GEO. BYERS SONS, 401(K) PLAN

FINANCIAL STATEMENTS
AND
SUPPLEMENTAL INFORMATION

December 31, 2025 and 2024

CONTENTS

	Pages
Independent Auditors' Report	2 - 4
Statements of Net Assets Available for Benefits	5
Statement of Changes in Net Assets Available for Benefits	6
Notes to Financial Statements	7 - 13
Supplemental Information	
Schedule H, Line 4i – Schedule of Assets (Held at End of Year)	14 - 16

PW Partners
Certified Public Accountants
& Business Consultants

Independent Auditors' Report

To the Plan Administrator of
Geo. Byers Sons, 401(k) Plan
Columbus, Ohio

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

We have performed an audit of the financial statements of Geo. Byers Sons, 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 audit of Geo. Byers Sons, 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 audit need not extend to any statements or information related to assets held for investment of the plan (investment information) by a bank or similar institution or insurance carrier that is regulated, supervised, and subject to periodic examination by a state or federal agency, provided that the statements or information regarding assets so held are prepared and certified to by the bank or similar institution or insurance carrier in accordance with 29 CFR 2520.103-5 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA (qualified institution).

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

Opinion

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

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

Basis for Opinion

We conducted our audit in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of Geo. Byers Sons, 401(k) Plan and Trust and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our ERISA Section 103(a)(3)(C) audit opinion.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of these 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 Geo. Byers Sons, 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 GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements, including omissions, are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of Geo. Byers Sons, 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 Geo. Byers Sons, 401(k) Plan's ability to continue as a going concern for a reasonable period of time.

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

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

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

Other Matter—Supplemental Schedule Required by ERISA

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

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

In our opinion—

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



Columbus, Ohio
September 21, 2026

GEO. BYERS SONS, 401(K) PLAN

Statements of Net Assets Available for Benefits

December 31, 2025 and 2024

	2025	2024
ASSETS		
Investments at fair value	**$ 52,416,613**	$ 45,039,647
Investments at contract value	**2,538,940**	4,432,460
Total investments	**54,955,553**	49,472,107
Receivables:		
Participants' notes receivable	**941,389**	786,783
Corrective contribution	**-**	9,971
Employee's contributions	**-**	152,518
Employer's contributions	**-**	7,554
Total receivables	**941,389**	956,826
TOTAL ASSETS	**55,896,942**	50,428,933
NET ASSETS AVAILABLE FOR BENEFITS	**$ 55,896,942**	$ 50,428,933

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

GEO. BYERS SONS, 401(K) PLAN

Statement of Changes in Net Assets Available for Benefits

For the year ended December 31, 2025

	2025
Additions to Net Assets Attributed to:	
Net appreciation in fair value of investments	**$ 7,357,512**
Dividends and interest	**22,700**
Total investment income	**7,380,212**
Interest on notes receivable from participants	**66,863**
Participants' contributions	**4,385,321**
Employer contributions	**563,146**
Total contributions	**4,948,467**
Total additions	**12,395,542**
Deductions from Net Assets Attributed to:	
Benefits paid to participants	**6,755,003**
Administrative expenses	**172,530**
Total deductions	**6,927,533**
Net increase	**5,468,009**
Net Assets Available for Benefits:	
Beginning of Year	**50,428,933**
End of Year	**$ 55,896,942**

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

Plan Description

The following description of Geo. Byers Sons, 401(k) Plan (the Plan) provides only general information. Participants should refer to the Plan agreement for a more complete description of the Plan's provisions.

General

The Plan is a salary deferral and savings profit sharing plan covering all full-time employees of Geo. Byers Sons Holding, Inc. and affiliated companies (the Company) who are age 19 or older and have completed 3 months of service. The Plan does not cover union, temporary, or seasonal employees. Temporary and seasonal employees who complete 1,000 hours in a year become eligible to participate in the Plan. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA).

The Plan appointed Pentegra Retirement Services as the named 3(16) Plan Administrator.

Contributions

Each year, participants may authorize payroll deductions up to the maximum amount allowed by law as before-tax contributions or after-tax Roth contributions not to exceed IRS limitations. Participants who have attained age 50 before the end of the Plan year are eligible to make catch-up contributions. Participants are automatically enrolled at a deferral rate of 5% of eligible compensation unless the employee completes a salary deferral agreement specifying a different deferral percentage. Participants' deferral rate will automatically increase in future years by 1% of eligible compensation per year up to a maximum of 8%.

Participants may also contribute amounts representing distributions from other qualified defined benefit or defined contribution plans. The Plan also allows rollover distributions for all eligible employees who are not participants at any time.

For 2025 and 2024, the Company matched 50% of the first 6% of gross salary up to $1,000 per participant. For the year ended December 31, 2025, the Company made total matching contributions of $563,146.

Participant Accounts

Each participant's account is credited with the participant's contribution, the Company's contribution, and allocations of (a) Plan earnings and (b) administrative expenses. Allocations are based on participant earnings or account balances, as defined in the Plan agreement. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

Plan Description (continued)

Vesting

Participants are vested immediately in their contributions plus actual earnings thereon. Vesting in the Company's matching portion of their accounts plus actual earnings thereon is based on years of continuous service and is subject to the following vesting percentage provisions:

Years of Service	Vesting Percentage
Less than 2	0%
2 years	20%
3 years	40%
4 years	60%
5 years	80%
6 or more years	100%

Investment Options

A participant may direct contributions in any of the investment funds offered by the Plan. Participants may change their investment options at any time.

Notes Receivable from Participants

Participants are permitted to borrow a minimum of $1,000 up to a maximum equal to the lesser of 50 percent of their vested account balance or $50,000, reduced by the highest outstanding note balance in their account during the previous 12 months, except for the amounts borrowed under the CARES Act, which are subject to higher limits. The note is secured by the balance in the participant’s account and bears an interest rate based on rates available for similar notes from commercial institutions and is fixed for the term of the note. Interest rates on the outstanding notes at December 31, 2025 ranged from 4.25% to 9.50%. The notes are repaid ratably through payroll deductions over a period of five year or less, unless used for the purchase of a primary residence.

Payment of Benefits

Participants become eligible for the vested portion of their account balance upon retirement, death, permanent or total disability, and termination from the Company. A participant may elect to receive a lump sum payment in the amount of the vested interest in the participant’s account. Additionally, participants may elect to receive in-service withdrawals if they become 59½ during the Plan year. Participants who terminate employment with the Company and with balances less than $5,000 may have their account distributed automatically, as soon as administratively feasible. Participants are allowed hardship withdrawals in excess of $500.

Forfeited Accounts

Accounts forfeited by participants who terminate service prior to becoming fully vested may be used to pay Plan expenses or to reduce the Company’s matching contribution.

Forfeitures may be used to reduce the Company’s contribution to the Plan and to pay Plan expenses. During 2025, participants forfeited approximately $108,000 of non-vested Company contributions. Approximately $63,000 in forfeitures were used to pay Plan expenses and reduce the Company contribution in 2025. Unallocated forfeited accounts totaled approximately $54,000 and $9,000 at December 31, 2025 and 2024, respectively.

Summary of Significant Accounting Policies

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

Investment Valuation and Income Recognition
Investments held by a defined contribution plan are required to be reported at fair value, except for fully benefit-responsive investment contracts. Contract value is the relevant measure for the portion of the net assets available for benefits of a defined contribution plan attributable to fully benefit-responsive investment contracts because contract value is the amount participants normally would receive if they were to initiate permitted transactions under the terms of the Plan. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. The Plan's Administrative Committee determines the Plan's valuation policies utilizing information provided by the investment advisers and Trustee. See Fair Value Measurements footnote for discussion of fair value measurements.

Net appreciation in fair value of investments is reflected in the statement of changes in net assets available for benefits and includes realized gains and losses on investments bought and sold and the change in appreciation from one period to the next. 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.

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

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

Payment of Benefits
Benefits are recorded when paid.

Administrative Expenses
The Plan's administrative expenses are paid by either the Plan or the participant, as provided by the Plan agreement.

Fair Value Measurements

ASC 820 establishes a framework for measuring fair value which provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1 measurements) and the lowest priority to unobservable inputs (Level 3 measurements). The three levels of the fair value hierarchy under ASC 820 are described below:

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

Level 2 Inputs to the valuation methodology include:

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

If the asset or liability has a specified (contractual) term, the Level 2 input must be observable for substantially the full term of the asset or liability.

Level 3 Inputs to the valuation methodology are unobservable and significant to the fair value measurement.

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 should maximize the use of observable inputs and minimize the use of unobservable inputs.

Following is a description of the valuation methodologies used for assets measured at fair value. There have been no changes in the methodologies used at December 31, 2025 and 2024:

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 U.S. Securities and Exchange Commission. These funds are required to publish their daily net asset values and to transact at that price. The mutual funds held by the Plan are deemed to be actively traded.

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

Fair Value Measurements (continued)

The following table sets forth by level, within the fair value hierarchy, the Plan's assets at fair value as of December 31, 2025 and 2024:

	Investments at fair value as of December 31, 2025			
	Level 1	Level 2	Level 3	Total
Mutual Funds	$ 52,416,613	$ -	$ -	$ 52,416,613

	Investments at fair value as of December 31, 2024			
	Level 1	Level 2	Level 3	Total
Mutual Funds	$ 45,039,647	$ -	$ -	$ 45,039,647

Fixed Interest Account

The Plan maintains a contract (fixed interest account) with Nationwide. Nationwide maintains the contributions in a general account. The average yield for the years ended December 31, 2025 and 2024 was 1.29% and 1.38%, respectively, and is reviewed on a quarterly basis for resetting. The fixed interest account issuer, Nationwide, is contractually obligated to repay the principal and the specified guaranteed interest rate to the Plan. Contract value represents contributions made under the contract, plus earnings less participant withdrawals. As of December 31, 2025 and 2024, the Plan has recorded the fixed interest account at the contract value in the amount of $2,538,940 and $4,432,460, respectively.

The Plan’s ability to receive amounts due is dependent on Nationwide’s ability to meet its financial obligations. Nationwide’s ability to meet its contractual obligations may be affected by future economic and regulatory developments.

Certain events limit the ability of the Plan to transact at contract value with Nationwide. Such events include the following: (1) amendments to the Plan Documents (including complete or partial Plan termination or merger with another plan), (2) changes to the Plan’s prohibition on competing investment options or deletion of equity wash provisions, (3) bankruptcy of the Plan Sponsor or other Plan Sponsor events (for example, divestitures or spin-offs of a subsidiary) that cause significant withdrawal from the Plan, or (4) the failure of the trust to qualify for exemption from federal income taxes or any required prohibited transactions under ERISA. The Plan Administrator does not believe that the occurrence of any such value event, which would limit the Plan’s ability to transact at contract value with participants, is probable.

Certified Investment Information

The Plan Administrator has elected the method of annual reporting compliance permitted by ERISA Section 103(a)(3)(C), pursuant to 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Accordingly, Nationwide Trust Company, a qualified institution, has certified the following information included in the accompanying financial statements and supplemental Schedule of Assets (Held at End of Year) as complete and accurate:

- Investments as shown in the Statements of Net Assets Available for Benefits as of December 31, 2025 and 2024;
- Net investment income as shown in the Statement of Changes in Net Assets Available for Benefits for the year ended December 31, 2025;
- Investment information included in the Notes to Financial Statements;
- All investment information included in the Supplemental Schedule, Schedule H, Line 4i – Schedule of Assets (Held at End of Year) – As of December 31, 2025.

At the request of the Plan Administrator, the Plan's independent auditors did not perform auditing procedures with respect to this certified investment information included in the financial statements and ERISA-required supplemental schedule.

Related Party Transactions

Party-in-interest transactions include those with fiduciaries or employees of the Plan, any person who provides services to the Plan, an employer whose employees are covered by the Plan, an employee organization whose members are covered by the Plan, a person who owns 50 percent or more of such an employer or employee association, or relatives of such persons. Participant notes receivable and the interest payments received qualifies as a party-in-interest transaction.

The Plan paid $172,530 of administrative fees to the recordkeeper and Trustee for the year ended December 31, 2025. The Company provides certain administrative services at no cost to the Plan.

Certain Plan investments are shares in accounts that are managed by Nationwide Trust Company. Nationwide Trust Company is the Trustee as defined by the Plan and qualifies as a party-in-interest.

Tax Status

The Company adopted a prototype standardized profit sharing plan that received a favorable opinion letter from the Internal Revenue Service on June 30, 2020, which stated that the Plan and related trust are designed in accordance with applicable sections of the Internal Revenue Code (IRC). Although the Plan has been amended since receiving the opinion letter, the Plan Administrator believes that the Plan is designed and is currently being operated in compliance with the applicable requirements of the IRC.

Tax Status (continued)

The Plan Administrator has analyzed the tax positions taken by the Plan, and has concluded that as of December 31, 2025, there are no uncertain positions taken or expected to be taken that would require recognition of a liability or disclosure in the financial statements. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress. The Plan Administrator believes it is no longer subject to income tax examinations for years prior to 2022.

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. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect participants' account balances and the amounts reported in the accompanying statements of net assets available for benefits.

Recent market conditions have resulted in an unusually high degree of volatility and increased the risks and short-term liquidity associated with certain investments held by the Plan, which could impact the value of investments after the date of these financial statements.

Plan Termination

Although it has not expressed any intent to do so, the Company has the right under the Plan to discontinue contributions and terminate the Plan. In the event of termination or partial termination of the Plan, all amounts credited to a participants' account, including Company contributions, become fully vested.

Corrective Contribution

During 2024, the Company did not withhold and provide matching contributions on compensation as defined by the Plan. Management recorded a corrective contribution on the statements of net assets available for benefits for 2024. Management will follow the IRS's self-correction guidelines to correct these administrative errors. The Plan has recorded a receivable in the amount of $9,971 to correct for the operational failure as of December 31, 2024.

Subsequent Events

The Plan evaluated subsequent events through September 21, 2026, the date the financial statements were issued.

GEO. BYERS SONS, 401(K) PLAN
EIN: #31-4139860 PLAN: #003

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

December 31, 2025

(a)	Identity of Issue, Borrower, (b) Lessor or Similar Party	Description of (c) Investment	Current (e) Value
	AB Discovery Value Fund - Class I	Mutual Fund	$ 217,021
	American Century Growth Fund	Mutual Fund	52,380
	BlackRock Mid-Cap Growth Eq Port Institutional Shares	Mutual Fund	6,503
	Delaware Extended Duration Bond Fund	Mutual Fund	20,324
	Franklin Utilities Fund	Mutual Fund	68,446
	JPMorgan Core Plus Bond Fund Class R6	Mutual Fund	115,826
	Ave Maria Growth Fund	Mutual Fund	70,313
	MFS Value Fund	Mutual Fund	44,793
	American Beacon International Equity Fund	Mutual Fund	18,370
	MainStay Epoch International Choice Fund	Mutual Fund	10,266
	BlackRock High Yield Bond Portfolio	Mutual Fund	109,788
	BlackRock Total Return Fund Class K Shares	Mutual Fund	1,695
	DFA Emerging Markets Core Equity Portfolio	Mutual Fund	104,872
	DFA Global Real Estate Securities Portfolio	Mutual Fund	6,099
	JPMorgan Equity Income Fund I Class	Mutual Fund	44,679
	JPMorgan Large Cap Growth Fund	Mutual Fund	769
	Thornburg International Equity Fund Class R6	Mutual Fund	1,106,849
	Morgan Stanley Institutional Fund, Inc. Growth Portfolio	Mutual Fund	8,395
	Guggenheim Floating Rate Strategies Fund	Mutual Fund	2,749
	Invesco SteelPath MLP Income Fund	Mutual Fund	14,930
	AB Global Bond Fund	Mutual Fund	1,191
	AB Large Cap Growth Fund Class I	Mutual Fund	49,610
	Columbia Select Large Cap Growth Fund	Mutual Fund	61,873
	Diamond Hill Mid Cap Fund	Mutual Fund	506
	JPMorgan Small Cap Equity R5	Mutual Fund	567,549
	Vanguard 500 Index Fund	Mutual Fund	677,903
	Vanguard Total Bond Market Index Fund	Mutual Fund	10,281
	Vanguard Total Intnatl Stock Index Fund Adm Shares	Mutual Fund	125,468
	Vanguard Total Stock Market Index Fund	Mutual Fund	211,985
	Vanguard Explorer Fund Admiral Shares	Mutual Fund	52,579
	Vanguard International Growth Fund	Mutual Fund	1,732
	Janus Henderson Triton Fund - N Shares	Mutual Fund	456,084
	DFA U.S. Large Cap Value Portfolio	Mutual Fund	787,374
	DFA U.S. Targeted Value Portfolio	Mutual Fund	9,284
	Dodge & Cox International Stock Fund	Mutual Fund	1,339
	Cohen & Steers Real Estate Securities Fund	Mutual Fund	387,090
	Federated Hermes Gov Obligations Fund Prem Shares	Mutual Fund	68,012

GEO. BYERS SONS, 401(K) PLAN
EIN: #31-4139860 PLAN: #003

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

December 31, 2025

(a)	Identity of Issue, Borrower, (b) Lessor or Similar Party	Description of (c) Investment	Current (e) Value
	AQR Long-Short Equity Fund	Mutual Fund	11,696
	Drey S&P 500 Index	Mutual Fund	2,375,400
	PGIM Total Return Bond Fund Class Z	Mutual Fund	24,314
	PGIM Total Return Bond Fund Class R6	Mutual Fund	8,256
	Templeton Global Bond Fund Class R6	Mutual Fund	23,161
	Janus Henderson Forty Fund Class T	Mutual Fund	2,764,646
	AQR Equity Market Neutral Fund	Mutual Fund	10,579
	JPMorgan Equity Income Fund R5	Mutual Fund	13,999
*	Nationwide Loomis All Cap Growth Fund	Mutual Fund	1,362,348
	Virtus KAR Small-Cap Growth Fund I	Mutual Fund	3,269
	Vanguard Information Technology Index Fund	Mutual Fund	264,090
	Fidelity 500 Index Fund	Mutual Fund	152,284
	Fidelity International Index Fund	Mutual Fund	27,550
	Fidelity U.S. Bond Index Fund	Mutual Fund	457,946
	Fidelity Asset Manager 50% Fund	Mutual Fund	661,973
	Fidelity Strategic Income Fund	Mutual Fund	35,262
	Goldman Sachs GQG Partners Intnatl Opp Fund Class R6	Mutual Fund	740,738
	Principal Global Real Estate Securities Fund	Mutual Fund	6
*	Nationwide Investor Destinations Aggressive	Mutual Fund	412
*	Nationwide Investor Destinations Moderately Conservative Fund	Mutual Fund	50,078
	AB Global Bond Fund Class Z	Mutual Fund	244,970
	T. Rowe Price Growth Stock Fund	Mutual Fund	1,295
	Vanguard SmallCap Value Index Adml	Mutual Fund	1,463
	Avantis Emerging Markets Equity Fund	Mutual Fund	132,974
	Cohen & Steers International Realty A	Mutual Fund	611
	Avantis U.S. Small Cap Value Fund	Mutual Fund	276,822
*	Nationwide Money Market Fund	Mutual Fund	446,138
	Avantis U.S. Large Cap Value Fund	Mutual Fund	9
	Invesco Small Cap Value Class Y	Mutual Fund	17,483
	JPMorgan Mid Cap Value Fund	Mutual Fund	271,454
	MFS Research Fund	Mutual Fund	259,509
	Invesco Oppenheimer International Growth Fund Class Y	Mutual Fund	14,867
	PIMCO Commodity Real Return Strategy Fund	Mutual Fund	4
	PGIM High Yield Fund Class Z	Mutual Fund	24,322
	PIMCO Funds Real Return Fund Institutional Class	Mutual Fund	732,043
	PIMCO Total Return Fund	Mutual Fund	386,278
	American Funds Fundamental Investors Class R-6	Mutual Fund	4,969,008
	American Funds The Growth Fund of America Class R-6	Mutual Fund	2,449,411
	American Funds Capital World Growth and Income Fund	Mutual Fund	665,217
	Payden Global Low Duration Fund	Mutual Fund	25,390
	PIMCO Emerging Markets Currency Bond	Mutual Fund	1,336
	MFS Mid Cap Growth R6	Mutual Fund	4
	Janus Henderson Global Tech and Innovation Fund	Mutual Fund	23,183
	Franklin Dynatech Adv Fund	Mutual Fund	17,561
	Fidelity Advisor Growth Opportunities Inst	Mutual Fund	19,196

GEO. BYERS SONS, 401(K) PLAN
EIN: #31-4139860 PLAN: #003

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

December 31, 2025

(a)	Identity of Issue, Borrower, (b) Lessor or Similar Party	Description of (c) Investment	Current (e) Value
	Amana Growth Fund	Mutual Fund	9,898
	Baron Opportunity Fund Inst Class	Mutual Fund	18,925
	T. Rowe Price New Am Growth Fund	Mutual Fund	21,541
	Virtus Kar Small Cap Core Fund	Mutual Fund	15,798
	Virtus AllianzGI Technology Fund	Mutual Fund	23,823
	Prudential Global Real Estate Fund Z	Mutual Fund	33,930
	Fidelity Select Semiconductors Portfolio	Mutual Fund	26,627
	Invesco Select Risk High Growth Y	Mutual Fund	1,095
	Cohen & Steers Realty Shares Fund	Mutual Fund	510
	BlackRock iShares S&P 500 Index	Mutual Fund	777
*	Nationwide Investor Destinations Aggressive R	Mutual Fund	2,998
	American Funds American High-Income Trust Class R-6	Mutual Fund	490,752
	American Funds EUPAC Fund Class R-6	Mutual Fund	438,865
	American Funds Growth Fd of Amer R-6	Mutual Fund	697,307
	American Funds US Goverbment Securities Fund R-6	Mutual Fund	12,714
	DFA International Value	Mutual Fund	772,272
	Fidelity Global Exus Indx	Mutual Fund	742,041
	Fidelity Inflation Protection Bd Indx	Mutual Fund	69,392
	Fidelity Large Cap Growth Indx	Mutual Fund	853,261
	Fidelity Large Cap Value Indx	Mutual Fund	1,192,769
	Fidelity Mid Cap Indx	Mutual Fund	412,016
	Fidelity Total International Index	Mutual Fund	368,558
	Flex Focus Mod 2035 R1	Mutual Fund	2,550,538
	Flex Focus Mod 2045 R2	Mutual Fund	3,909,852
	Flex Focus Mod 2055 R1	Mutual Fund	2,525,924
	Flex Focus Mod Retirement R1	Mutual Fund	3,505,973
	Flex Focus Mod 2065 R1	Mutual Fund	1,149,520
	Fnkln Small Cap Gr R6	Mutual Fund	272,005
*	Nationwide Invesco Cor Plus Bnd Fnd - R6	Mutual Fund	864,526
*	Nationwide Loomis Cor Bd R6	Mutual Fund	827,125
*	Nationwide Bny Mellon Dyn US Eq Inc Fund Cl R6	Mutual Fund	797,476
*	Nationwide Mel Dynmc Us Cor R6	Mutual Fund	841,302
*	Nationwide Gqg Us Quality Equity Fund - Class R6	Mutual Fund	1,241,047
*	Nationwide Geneva Mid Cap Growth Fund - R6 Class	Mutual Fund	401,631
	Columbia Overseas Value Fund - Institutional 3 Class	Mutual Fund	445,490
	Federated Hermes Mdt Mid Cap Growth Fund - Class R6	Mutual Fund	532,068
	Columbia Commodity Strategy Fund - Institutional 3 Class	Mutual Fund	405,546
	Invesco Global Real Estate Income Fund - Class R6	Mutual Fund	477,239
*	Fixed Select Contract	Fixed Interest Account	2,538,940
*	Participant Notes Receivable	Interest at 4.25% - 9.50%	941,389
			$ 55,896,942

* Denotes a party-in-interest
** Historical cost is not required as all investments are participant directed

GEO. BYERS SONS, 401(K) PLAN
EIN: #31-4139860 PLAN: #003

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

December 31, 2025

(a)	Identity of Issue, Borrower, (b) Lessor or Similar Party	Description of (c) Investment	Current (e) Value
	AB Discovery Value Fund - Class I	Mutual Fund	$ 217,021
	American Century Growth Fund	Mutual Fund	52,380
	BlackRock Mid-Cap Growth Eq Port Institutional Shares	Mutual Fund	6,503
	Delaware Extended Duration Bond Fund	Mutual Fund	20,324
	Franklin Utilities Fund	Mutual Fund	68,446
	JPMorgan Core Plus Bond Fund Class R6	Mutual Fund	115,826
	Ave Maria Growth Fund	Mutual Fund	70,313
	MFS Value Fund	Mutual Fund	44,793
	American Beacon International Equity Fund	Mutual Fund	18,370
	MainStay Epoch International Choice Fund	Mutual Fund	10,266
	BlackRock High Yield Bond Portfolio	Mutual Fund	109,788
	BlackRock Total Return Fund Class K Shares	Mutual Fund	1,695
	DFA Emerging Markets Core Equity Portfolio	Mutual Fund	104,872
	DFA Global Real Estate Securities Portfolio	Mutual Fund	6,099
	JPMorgan Equity Income Fund I Class	Mutual Fund	44,679
	JPMorgan Large Cap Growth Fund	Mutual Fund	769
	Thornburg International Equity Fund Class R6	Mutual Fund	1,106,849
	Morgan Stanley Institutional Fund, Inc. Growth Portfolio	Mutual Fund	8,395
	Guggenheim Floating Rate Strategies Fund	Mutual Fund	2,749
	Invesco SteelPath MLP Income Fund	Mutual Fund	14,930
	AB Global Bond Fund	Mutual Fund	1,191
	AB Large Cap Growth Fund Class I	Mutual Fund	49,610
	Columbia Select Large Cap Growth Fund	Mutual Fund	61,873
	Diamond Hill Mid Cap Fund	Mutual Fund	506
	JPMorgan Small Cap Equity R5	Mutual Fund	567,549
	Vanguard 500 Index Fund	Mutual Fund	677,903
	Vanguard Total Bond Market Index Fund	Mutual Fund	10,281
	Vanguard Total Intnatl Stock Index Fund Adm Shares	Mutual Fund	125,468
	Vanguard Total Stock Market Index Fund	Mutual Fund	211,985
	Vanguard Explorer Fund Admiral Shares	Mutual Fund	52,579
	Vanguard International Growth Fund	Mutual Fund	1,732
	Janus Henderson Triton Fund - N Shares	Mutual Fund	456,084
	DFA U.S. Large Cap Value Portfolio	Mutual Fund	787,374
	DFA U.S. Targeted Value Portfolio	Mutual Fund	9,284
	Dodge & Cox International Stock Fund	Mutual Fund	1,339
	Cohen & Steers Real Estate Securities Fund	Mutual Fund	387,090
	Federated Hermes Gov Obligations Fund Prem Shares	Mutual Fund	68,012

GEO. BYERS SONS, 401(K) PLAN
EIN: #31-4139860 PLAN: #003

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

December 31, 2025

(a)	Identity of Issue, Borrower, (b) Lessor or Similar Party	Description of (c) Investment	Current (e) Value
	AQR Long-Short Equity Fund	Mutual Fund	11,696
	Drey S&P 500 Index	Mutual Fund	2,375,400
	PGIM Total Return Bond Fund Class Z	Mutual Fund	24,314
	PGIM Total Return Bond Fund Class R6	Mutual Fund	8,256
	Templeton Global Bond Fund Class R6	Mutual Fund	23,161
	Janus Henderson Forty Fund Class T	Mutual Fund	2,764,646
	AQR Equity Market Neutral Fund	Mutual Fund	10,579
	JPMorgan Equity Income Fund R5	Mutual Fund	13,999
*	Nationwide Loomis All Cap Growth Fund	Mutual Fund	1,362,348
	Virtus KAR Small-Cap Growth Fund I	Mutual Fund	3,269
	Vanguard Information Technology Index Fund	Mutual Fund	264,090
	Fidelity 500 Index Fund	Mutual Fund	152,284
	Fidelity International Index Fund	Mutual Fund	27,550
	Fidelity U.S. Bond Index Fund	Mutual Fund	457,946
	Fidelity Asset Manager 50% Fund	Mutual Fund	661,973
	Fidelity Strategic Income Fund	Mutual Fund	35,262
	Goldman Sachs GQG Partners Intnatl Opp Fund Class R6	Mutual Fund	740,738
	Principal Global Real Estate Securities Fund	Mutual Fund	6
*	Nationwide Investor Destinations Aggressive	Mutual Fund	412
*	Nationwide Investor Destinations Moderately Conservative Fund	Mutual Fund	50,078
	AB Global Bond Fund Class Z	Mutual Fund	244,970
	T. Rowe Price Growth Stock Fund	Mutual Fund	1,295
	Vanguard SmallCap Value Index Adml	Mutual Fund	1,463
	Avantis Emerging Markets Equity Fund	Mutual Fund	132,974
	Cohen & Steers International Realty A	Mutual Fund	611
	Avantis U.S. Small Cap Value Fund	Mutual Fund	276,822
*	Nationwide Money Market Fund	Mutual Fund	446,138
	Avantis U.S. Large Cap Value Fund	Mutual Fund	9
	Invesco Small Cap Value Class Y	Mutual Fund	17,483
	JPMorgan Mid Cap Value Fund	Mutual Fund	271,454
	MFS Research Fund	Mutual Fund	259,509
	Invesco Oppenheimer International Growth Fund Class Y	Mutual Fund	14,867
	PIMCO Commodity Real Return Strategy Fund	Mutual Fund	4
	PGIM High Yield Fund Class Z	Mutual Fund	24,322
	PIMCO Funds Real Return Fund Institutional Class	Mutual Fund	732,043
	PIMCO Total Return Fund	Mutual Fund	386,278
	American Funds Fundamental Investors Class R-6	Mutual Fund	4,969,008
	American Funds The Growth Fund of America Class R-6	Mutual Fund	2,449,411
	American Funds Capital World Growth and Income Fund	Mutual Fund	665,217
	Payden Global Low Duration Fund	Mutual Fund	25,390
	PIMCO Emerging Markets Currency Bond	Mutual Fund	1,336
	MFS Mid Cap Growth R6	Mutual Fund	4
	Janus Henderson Global Tech and Innovation Fund	Mutual Fund	23,183
	Franklin Dynatech Adv Fund	Mutual Fund	17,561
	Fidelity Advisor Growth Opportunities Inst	Mutual Fund	19,196

GEO. BYERS SONS, 401(K) PLAN
EIN: #31-4139860 PLAN: #003

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

December 31, 2025

(a)	Identity of Issue, Borrower, (b) Lessor or Similar Party	Description of (c) Investment	Current (e) Value
	Amana Growth Fund	Mutual Fund	9,898
	Baron Opportunity Fund Inst Class	Mutual Fund	18,925
	T. Rowe Price New Am Growth Fund	Mutual Fund	21,541
	Virtus Kar Small Cap Core Fund	Mutual Fund	15,798
	Virtus AllianzGI Technology Fund	Mutual Fund	23,823
	Prudential Global Real Estate Fund Z	Mutual Fund	33,930
	Fidelity Select Semiconductors Portfolio	Mutual Fund	26,627
	Invesco Select Risk High Growth Y	Mutual Fund	1,095
	Cohen & Steers Realty Shares Fund	Mutual Fund	510
	BlackRock iShares S&P 500 Index	Mutual Fund	777
*	Nationwide Investor Destinations Aggressive R	Mutual Fund	2,998
	American Funds American High-Income Trust Class R-6	Mutual Fund	490,752
	American Funds EUPAC Fund Class R-6	Mutual Fund	438,865
	American Funds Growth Fd of Amer R-6	Mutual Fund	697,307
	American Funds US Goverbment Securities Fund R-6	Mutual Fund	12,714
	DFA International Value	Mutual Fund	772,272
	Fidelity Global Exus Indx	Mutual Fund	742,041
	Fidelity Inflation Protection Bd Indx	Mutual Fund	69,392
	Fidelity Large Cap Growth Indx	Mutual Fund	853,261
	Fidelity Large Cap Value Indx	Mutual Fund	1,192,769
	Fidelity Mid Cap Indx	Mutual Fund	412,016
	Fidelity Total International Index	Mutual Fund	368,558
	Flex Focus Mod 2035 R1	Mutual Fund	2,550,538
	Flex Focus Mod 2045 R2	Mutual Fund	3,909,852
	Flex Focus Mod 2055 R1	Mutual Fund	2,525,924
	Flex Focus Mod Retirement R1	Mutual Fund	3,505,973
	Flex Focus Mod 2065 R1	Mutual Fund	1,149,520
	Fnkln Small Cap Gr R6	Mutual Fund	272,005
*	Nationwide Invesco Cor Plus Bnd Fnd - R6	Mutual Fund	864,526
*	Nationwide Loomis Cor Bd R6	Mutual Fund	827,125
*	Nationwide Bny Mellon Dyn US Eq Inc Fund Cl R6	Mutual Fund	797,476
*	Nationwide Mel Dynmc Us Cor R6	Mutual Fund	841,302
*	Nationwide Gqg Us Quality Equity Fund - Class R6	Mutual Fund	1,241,047
*	Nationwide Geneva Mid Cap Growth Fund - R6 Class	Mutual Fund	401,631
	Columbia Overseas Value Fund - Institutional 3 Class	Mutual Fund	445,490
	Federated Hermes Mdt Mid Cap Growth Fund - Class R6	Mutual Fund	532,068
	Columbia Commodity Strategy Fund - Institutional 3 Class	Mutual Fund	405,546
	Invesco Global Real Estate Income Fund - Class R6	Mutual Fund	477,239
*	Fixed Select Contract	Fixed Interest Account	2,538,940
*	Participant Notes Receivable	Interest at 4.25% - 9.50%	941,389
			$ 55,896,942

* Denotes a party-in-interest
** Historical cost is not required as all investments are participant directed