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
- [X] an amended return/report
- [ ] a short plan year return/report (less than 12 months)

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

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

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

Part II Basic Plan Information—enter all requested information

1a Name of plan
MESSER CONSTRUCTION CO. HOURLY EMPLOYEES' RETIREMENT PLAN

1b Three-digit plan number (PN) ▶ 002

1c Effective date of plan 01/01/1993

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)
MESSER CONSTRUCTION CO.

643 W COURT STREET
CINCINNATI, OH 45203-1511

2b Employer Identification Number (EIN) 31-0740877

2c Plan Sponsor's telephone number 513-242-1541

2d Business code (see instructions) 236200

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.	10/14/2026	MATTHEW BARNEY
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE	Filed with authorized/valid electronic signature.	10/14/2026	MATTHEW BARNEY
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

3a	Plan administrator's name and address [X] Same as Plan Sponsor	**3b**	Administrator's EIN
		3c	Administrator's telephone number
4	If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report:	**4b**	EIN
a	Sponsor's name	**4d**	PN
c	Plan Name		

5	Total number of participants at the beginning of the plan year	**5**	1182
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)**	669
a(2)	Total number of active participants at the end of the plan year	**6a(2)**	713
b	Retired or separated participants receiving benefits	**6b**	19
c	Other retired or separated participants entitled to future benefits	**6c**	389
d	Subtotal. Add lines **6a(2)**, **6b**, and **6c**.	**6d**	1121
e	Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.	**6e**	5
f	Total. Add lines **6d** and **6e**.	**6f**	1126
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)**	1050
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)**	1103
h	Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested.	**6h**	0
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 2H 2T 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)		**9b** Plan benefit arrangement (check all that apply)	
(1) [ ]	Insurance	**(1)** [ ]	Insurance
(2) [ ]	Code section 412(e)(3) insurance contracts	**(2)** [ ]	Code section 412(e)(3) insurance contracts
(3) [X]	Trust	**(3)** [X]	Trust
(4) [ ]	General assets of the sponsor	**(4)** [ ]	General assets of the sponsor

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

a Pension Schedules

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

b General Schedules

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

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

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

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

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

11c Enter the Receipt Confirmation Code for the 2025 Form M-1 annual report. If the plan was not required to file the 2025 Form M-1 annual report, enter the Receipt Confirmation Code for the most recent Form M-1 that was required to be filed under the Form M-1 filing requirements. (Failure to enter a valid Receipt Confirmation Code will subject the Form 5500 filing to rejection as incomplete.)

Receipt Confirmation Code_____

SCHEDULE C (Form 5500)	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
MESSER CONSTRUCTION CO. HOURLY EMPLOYEES' RETIREMENT PLAN

B Three-digit plan number (PN) ▶ 002

C Plan sponsor's name as shown on line 2a of Form 5500
MESSER CONSTRUCTION CO.

D Employer Identification Number (EIN)
31-0740877

Part I Service Provider Information (see instructions)

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

1 Information on Persons Receiving Only Eligible Indirect Compensation

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

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

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

PNC BANK

22-1146430

(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)

JPMCB MGMT

13-4994650

(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?
24 27 28 50 51	INVESTMENT MANAGER	37294	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

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

MARINER INSTITUTIONAL LLC

59-3676225

(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?
27 50	INVESTMENT ADVISORY	43025	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

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

PRINCIPAL FINANCIAL GROUP

42-0127290

(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?
14 15 49 50	PLAN ADMINISTRATOR	54939	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

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

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

PARMS & COMPANY

01-0548473

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
49 50	OTHER SERVICES	26500	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

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

PNC

25-1211909

(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?
19 50	CUSTODIAN	7785	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

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

SAWGRASS ASSET MGMT

59-3488505

(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?
28 50	INVESTMENT MANAGEMENT	8719	Yes [ ] No [X]	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

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

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

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
MESSER CONSTRUCTION CO. HOURLY EMPLOYEES' RETIREMENT PLAN

B Three-digit plan number (PN) ▶ 002

C Plan sponsor's name as shown on line 2a of Form 5500
MESSER CONSTRUCTION CO.

D Employer Identification Number (EIN)
31-0740877

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)	357224	393161
(2) Participant contributions	1b(2)		
(3) Other	1b(3)	63100	13237
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)	1092096	2331375
(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)	6723349	
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)		
(B) Common	1c(4)(B)		
(5) Partnership/joint venture interests	1c(5)		
(6) Real estate (other than employer real property)	1c(6)		
(7) Loans (other than to participants)	1c(7)		
(8) Participant loans	1c(8)		
(9) Value of interest in common/collective trusts	1c(9)		
(10) Value of interest in pooled separate accounts	1c(10)		
(11) Value of interest in master trust investment accounts	1c(11)		
(12) Value of interest in 103-12 investment entities	1c(12)		
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)	29699331	30293275
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)		
(15) Other	1c(15)		

		(a) Beginning of Year	(b) End of Year
1d Employer-related investments:			
(1) Employer securities	1d(1)		
(2) Employer real property	1d(2)		
1e Buildings and other property used in plan operation	1e		
1f Total assets (add all amounts in lines 1a through 1e)	1f	37935100	33031048
Liabilities			
1g Benefit claims payable	1g		
1h Operating payables	1h	17530	
1i Acquisition indebtedness	1i		
1j Other liabilities	1j		
1k Total liabilities (add all amounts in lines 1g through1j)	1k	17530	0
Net Assets			
1l Net assets (subtract line 1k from line 1f)	1l	37917570	33031048

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)	4625738	
(B) Participants	2a(1)(B)		
(C) Others (including rollovers)	2a(1)(C)		
(2) Noncash contributions	2a(2)		
(3) Total contributions. Add lines **2a(1)(A), (B), (C),** and line **2a(2)**	2a(3)		4625738
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)	101220	
(B) U.S. Government securities	2b(1)(B)		
(C) Corporate debt instruments	2b(1)(C)	468636	
(D) Loans (other than to participants)	2b(1)(D)		
(E) Participant loans	2b(1)(E)		
(F) Other	2b(1)(F)		
(G) Total interest. Add lines **2b(1)(A)** through **(F)**	2b(1)(G)		569856
(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)	420294	
(D) Total dividends. Add lines **2b(2)(A)**, **(B)**, and **(C)**	2b(2)(D)		420294
(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)	2917142	
(C) Total unrealized appreciation of assets. Add lines **2b(5)(A)** and **(B)**	2b(5)(C)		2917142

		(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)		297604
c Other income	2c		213483
d Total income. Add all **income** amounts in column (b) and enter total	2d		9044117
Expenses			
e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	4674826	
(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)		4674826
f Corrective distributions (see instructions)	2f		
g Certain deemed distributions of participant loans (see instructions)	2g		
h Interest expense	2h		
i Administrative expenses:			
(1) Salaries and allowances	2i(1)		
(2) Contract administrator fees	2i(2)	54939	
(3) Recordkeeping fees	2i(3)		
(4) IQPA audit fees	2i(4)	26500	
(5) Investment advisory and investment management fees	2i(5)	96823	
(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)		178262
j Total expenses. Add all **expense** amounts in column (b) and enter total	2j		4853088
Net Income and Reconciliation			
k Net income (loss). Subtract line **2j** from line **2d**	2k		4191029
l Transfers of assets:			
(1) To this plan	2l(1)		
(2) From this plan	2l(2)		9077551

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) [ ] DOL Regulation 2520.103-8 **(2)** [ ] DOL Regulation 2520.103-12(d) **(3)** [X] 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: PARMS & COMPANY **(2)** EIN: 01-0548473

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)
MESSER CONSTRUCTION CO. 401K SAVINGS PLAN	31-0740877	003
MESSER INC. EMPLOYEE STOCK OWNERSHIP PLAN	20-1963972	001

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
MESSER CONSTRUCTION CO. HOURLY EMPLOYEES' RETIREMENT PLAN

B Three-digit plan number (PN) ▶ 002

C Plan sponsor's name as shown on line 2a of Form 5500
MESSER CONSTRUCTION CO.

D Employer Identification Number (EIN)
31-0740877

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): 42-0127290

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

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

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

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

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

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

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

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

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

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

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

Part III Amendments

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

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

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

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

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

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

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

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

a Name of contributing employer

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

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

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

---

a Name of contributing employer

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

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

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

---

a Name of contributing employer

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

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

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

---

a Name of contributing employer

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

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

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

---

a Name of contributing employer

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

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

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

---

a Name of contributing employer

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

☐ Yes.

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

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

☐ No. Other. Provide explanation._____

Part VII IRS Compliance Questions

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

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

☐ Design-based safe harbor method

☐ "Prior year" ADP test

☐ "Current year" ADP test

☐ N/A

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

AUDIT REPORT

Messer Construction Co. Hourly Employees' Retirement Plan

EIN: 31-0740877
Plan No: 002

Financial Statements as of and for the
Years Ended December 31, 2025 and 2024,
Supplemental Schedules as of the
Year Ended December 31, 2025, and
Independent Auditors' Report

PARMS COMPANY

MESSER CONSTRUCTION CO. HOURLY EMPLOYEES' RETIREMENT PLAN

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NOTE: All other schedules required by Section 2520.103-10 Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974 have been omitted because they are not applicable.

PARMS + COMPANY

ACCOUNTANTS + CONSULTANTS

400 South 5th Street
Suite 220
Columbus, Ohio 43215

INDEPENDENT AUDITOR'S REPORT

To Committee Members and Participants of the
Messer Construction Co. Hourly Employees' Retirement Plan

Opinion

We have audited the accompanying financial statements of Messer Construction Co. Hourly Employees' Retirement Plan, an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), which comprise the statements of net assets available for benefits as of December 31, 2025 and 2024, and the related statements of changes in net assets available for benefits for the years then ended, and the related notes to the financial statements.

In our opinion, the financial statements referred to above present fairly, in all material respects, the net assets available for benefits of Messer Construction Co. Hourly Employees' Retirement Plan as of December 31, 2025 and 2024, and the changes in its net assets available for benefits for the years then ended, in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America. 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 Messer Construction Co. Hourly Employees' Retirement Plan and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements. In accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about Messer Construction Co. Hourly Employees' Retirement 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

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

In performing an audit in accordance with generally accepted auditing standards, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.

- Obtain an understanding of internal control relevant to the audit In order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of Messer Construction Co. Hourly Employees' Retirement Plan Plan's internal control. Accordingly, no such opinion is expressed.

- Evaluate the appropriateness of accounting policies used and the reasonableness of sigificant 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 Messer Construction Co. Hourly Employees' Retirement Plan Plan's ability to continue as a going concern for a reasonable period of time.

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

Supplemental Schedules Required by ERISA

Our audits were conducted for the purpose of forming an opinion on the financial statements as a whole. The supplemental schedules listed in the Table of Contents, together referred to as "supplemental information" are presented for purposes of additional analysis and are not a required part of the financial statements but are supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information has been subjected to the auditing procedures applied in the audits of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with generally accepted auditing standards.

In forming our opinion on the supplemental schedules, we evaluated whether the supplemental schedules, including their form and content, are presented in conformity with the Department of Labor 's Rules and Regulations for Reporting and Disclosure under ERISA.

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

Parms & Company, LLC

Columbus, Ohio
September 30, 2026

MESSER CONSTRUCTION CO. HOURLY EMPLOYEES' RETIREMENT PLAN

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

	2025	2024
ASSETS:		
Investments at fair value:		
Cash and cash equivalents	$ 2,331,375	$ 1,092,096
Corporate bonds	-	1,937,247
U.S. government securities	-	4,786,102
Mutual fixed income funds	9,359,405	2,574,465
Mutual equity funds	17,747,995	23,308,155
Total investments at fair value	29,438,775	33,698,065
Investment in common collective trust	3,185,875	3,816,711
Total Investments	32,624,650	37,514,776
Receivables:		
Employer contribution receivable	393,161	357,222
Accrued dividends	13,237	63,100
Total receivables	406,398	420,322
TOTAL ASSETS	$ 33,031,048	$ 37,935,098
LIABILITIES		
Accounts payable	-	-
NET ASSETS AVAILABLE FOR BENEFITS	$ 33,031,048	$ 37,935,098

See notes to financial statements.

	2025	2024
ADDITIONS:		
Investment income:		
Net appreciation (depreciation)		
in fair value of investments	$ 3,214,748	$ 3,308,658
Interest and dividends	990,150	1,049,180
	4,204,898	4,357,838
Less: investment expense	(52,377)	(65,329)
Total investment income	4,152,521	4,292,509
Employer contributions	4,625,738	4,040,035
Other income (refunded benefit distribution)	213,483	-
Total additions	8,991,742	8,332,544
DEDUCTIONS:		
Benefits paid to participants	(4,674,826)	(4,780,251)
Plan expenses	(143,415)	(110,007)
Total deductions	(4,818,241)	(4,890,258)
TRANSFERS OUT OF PLAN:		
Messer Construction Co. 401(k) Plan (See Note 7)	(5,384,010)	-
Employee Stock Ownership Plan (See Note 7)	(3,693,541)	(3,804,205)
Total transfers out of plan	(9,077,551)	(3,804,205)
CHANGE IN NET ASSETS	(4,904,050)	(361,919)
NET ASSETS AVAILABLE FOR BENEFITS:		
Beginning of year	37,935,098	38,297,017
End of year	$ 33,031,048	$ 37,935,098

See notes to financial statements.

1. DESCRIPTION OF THE PLAN

The following description of the Messer Construction Co. Hourly Employees' Retirement Plan (the "Plan"), is provided for general information purposes only. Participants should refer to the Plan Document for more information.

General — The Plan, effective January 1, 1993, and amended and restated January 1, 2016, is a defined contribution plan covering eligible hourly employees of the Messer Construction Co. (the "Company") who meet stipulated service requirements. An appointed committee controls and manages the operations and administration of the Plan. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA).

Contributions — The Company's contribution to the Plan is determined by the Board of Directors. Participant contributions are not permitted.

Participant Accounts — Each participant's account is credited with an allocation of the Company's contribution and Plan earnings. Plan expenses are allocated to each participant's account based on each participant's relative share of assets. Allocations are based on participant earnings or account balances, as defined, or the requirements of the prevailing wage laws.

Investments — Investment decisions are made by the trustees within the provisions of the trust agreement and based on consultation with an investment advisor independent of the Company. The Plan invests primarily in money market funds, mutual funds, certificates of deposits, U.S. government securities, common stocks, and corporate bonds in accordance with the Plan's Investment Policy Statement.

Vesting — Participants are immediately vested in their account balances.

Payment of Benefits — Upon retirement or termination of service, as defined, a participant is entitled to receive their vested balance in a lump-sum distribution. At December 31, 2025 and 2024 there were no amounts allocated to accounts of persons who have elected to withdraw from the Plan, but have not yet been paid.

2. SIGNIFICANT ACCOUNTING POLICIES

Basis of Accounting — The accompanying financial statements are prepared in accordance with accounting principles generally accepted in the United States of America (GAAP).

Use of Estimates — The preparation of financial statements in conformity with GAAP requires Plan management to make estimates and assumptions that affect the reported amounts of assets, liabilities and changes therein, and disclosure of contingent assets and liabilities. Actual results could differ from those estimates.

Risks and Uncertainties — The Plan utilizes various investment instruments. Investment securities, in general, are exposed to various risks, such as interest rate, credit, and overall market volatility. Due to the level of risk associated with certain investment securities, it is reasonably possible that changes in the values of investment securities will occur in the near term and that such change could materially differ from the amounts reported in the financial statements.

2. SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

Investment Valuation and Income Recognition — The Plan's investments are stated at fair value. Fair value is the price that would be received upon sale of an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. See Note 3 for discussion on fair value measurements. Purchases and sales are recorded on a trade-date basis. Interest income is recorded on the accrual basis. Dividends are recorded on the ex-dividend date. Net appreciation includes the Plan's gains and losses on investments bought and sold as well as held during the year.

Management fees and operating expenses charged to the Plan for investments in the diversified portfolio are deducted from income and are not separately reflected. Consequently, management fees and operating expenses are reflected as a reduction of investment return for such investments.

Asset Valuation Techniques — Valuation technologies maximize the use of relevant observable inputs and minimize the use of unobservable inputs. The following is a description of the valuation methodologies used for assets measured at fair value. There have been no changes in the methodologies used at December 31, 2025 and 2024.

Common Stocks — Valued at the closing price reported on the active market on which the individual securities are traded.

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

Corporate Bonds — Valued using pricing models maximizing the use of observable inputs for similar securities. This includes basing value on yields currently available on comparable securities of issuers with similar credit ratings. When quoted prices are not available for identical or similar bonds, the bond is valued under a discounted cash flows approach that maximizes observable inputs, such as current yields of similar instruments, but includes adjustments for certain risks that may not be observable, such as credit and liquidity risks or a broker quote, if available.

U.S. Government Securities — Valued using pricing models maximizing the use of observable inputs for similar securities.

Cash Equivalents — Held primarily in short-term money market commingled funds, which are valued at cost plus accrued interest.

Collective Trust Fund — Valued using pricing models maximizing the use of observable inputs consistent with practices prevailing within real estate appraisal and real estate investment management industries. Collective trust investments that are measured at fair value using the net asset value per share as practical expedient have not been classified in the fair value hierarchy.

Items Measured at Net Asset Value — In accordance with ASU No. 2009-12, the Plan includes disclosures to address the category, fair value, redemption frequency, and redemption notice period for those assets whose fair value is estimated using the net asset value per share as of December 31, 2025 and 2024. The mutual funds (investments other than Collective Trust Fund) do not have a finite life, unfunded commitments, or significant restrictions on redemptions.

2. SIGNIFICANT ACCOUNTING POLICIES (continued)

	Fair Value Estimated Using Net Asset Value December 31, 2025			
Investment	**Fair Value***	**Redemption Frequency**	**Other Redemption Restrictions**	**Redemption Notice Period**
JPMCB Strategic Property Fund	$ 3,185,875	Quarterly	None	45 days prior
Total	$ 3,185,875			

	Fair Value Estimated Using Net Asset Value December 31, 2024			
Investment	**Fair Value***	**Redemption Frequency**	**Other Redemption Restrictions**	**Redemption Notice Period**
JPMCB Strategic Property Fund	$ 3,940,812	Quarterly	None	45 days prior
Total	$ 3,940,812			

The use of net asset value as a fair value is deemed appropriate, as these funds do not have a finite life, unfunded commitments, or significant restrictions on redemptions.

Administrative Expenses — The Plan has elected to pay its direct administrative expenses. The Plan also pays investment related expenses inclusive of investment manager fees. Indirect administrative expenses are covered by the Plan Sponsor.

Subsequent Events — The Plan has evaluated subsequent events through September 30, 2026, the date that these financial statements were available for issuance, to determine if either recognition or disclosure of significant events or transactions is required.

3. FAIR VALUE MEASUREMENTS

ASC 820, *Fair Value Measurements and Disclosures*, provides a framework for measuring fair value. In accordance with generally accepted accounting principles, the Plan classifies its investments into Level 1, which refers to securities valued using quoted prices from active markets for identical assets; Level 2, which refers to securities not traded on an active market but for which observable market inputs are readily available; and Level 3, which refers to securities valued based on significant unobservable inputs. Assets are classified in their entirety based on the lowest level of input that is significant to the fair value measurement. The Plan's policy is to recognize significant transfers between levels at the end of the reporting period. The following tables set forth by level within the fair value hierarchy a summary of the Plan's investments measured at fair value on a recurring basis at December 31, 2025 and 2024.

Transfers Between Levels — The availability of observable market data is monitored to assess the appropriate classification of financial instruments within the fair value hierarchy. Changes in economic conditions or model-based valuation techniques may require the transfer of financial instruments from one fair value level to another. In such instances, the transfer is reported at the end of the reporting period.

3. FAIR VALUE MEASUREMENTS (continued)

We evaluate the significance of transfers between levels based upon the nature of the financial instrument and size of the transfer relative to total net assets available for benefits. For the years ended December 31, 2025 and 2024, there were no transfers between levels.

The table below includes the major categorization for debt and equity securities on the basis of the nature and risk of the investments at December 31, 2025:

	Fair Value Measurements at December 31, 2025, Using			
	Active Markets for Identical Assets (Level 1)	Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)	Total
Cash and cash equivalents	$ 2,331,375	-	-	$ 2,331,375
Corporate bonds		-	-	-
U.S. government securities		-	-	-
Mutual fixed income funds	9,359,405	-	-	9,359,405
Mutual equity funds	17,747,995	-	-	17,747,995
Investments at fair value	$ 29,438,775	-	-	$ 29,438,775
Collective trust fund*	-			3,185,875
Total Investments				$ 32,624,650

3. FAIR VALUE MEASUREMENTS (continued)

The table below includes the major categorization for debt and equity securities on the basis of the nature and risk of the investments at December 31, 2024:

	Fair Value Measurements at December 31, 2024, Using			
	Active Markets for Identical Assets (Level 1)	Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)	Total
Cash and cash equivalents	$ 1,092,096	-	-	$ 1,092,096
Corporate bonds		1,937,247	-	1,937,247
U.S. government securities		4,786,102	-	4,786,102
Mutual fixed income funds	2,574,465	-	-	2,574,465
Mutual equity funds	23,308,155	-	-	23,308,155
Investments at fair value	$ 26,974,716	6,723,349	-	$ 33,698,065
Collective trust fund*	-			3,816,711
Total Investments				$ 37,514,776

* In accordance with ASU 2015-07, certain investments that are measured at fair value using the net asset value per share as practical expedient have not been classified in the fair value hierarchy. The fair value amounts presented in this table are intended to permit reconciliation of the fair value hierarchy to the total investments of the Master Trust.

During the years ended December 31, 2025 and 2024, the Plan's investments (including gains and losses on investments bought and sold, as well as changes in position during the year), appreciated by $3,428,229 and $3,308,658, respectively.

4. EXEMPT PARTY-IN-INTEREST TRANSACTIONS

The Plan has certain investments in shares of a money market fund managed by BlackRock of which PNC has an ownership in. PNC is the custodian, as defined by the Plan and, therefore, these transactions qualify as party-in-interest transactions.

5. PLAN TERMINATION

Although it has not expressed any intention to do so, the Company has the right under the Plan to discontinue its contributions at any time and to terminate the Plan subject to the provisions set forth in ERISA.

6. FEDERAL INCOME TAX STATUS

The Internal Revenue Service has determined and informed the Company by a letter dated March 15, 2018, that the Plan and related trust are designed in accordance with applicable regulations of the Internal Revenue Code (IRC). The Company and Plan management believe that the Plan is currently designed and operated in compliance with the applicable requirements of the IRC and the Plan and related trust continue to be tax-exempt. Therefore, no provision for income taxes has been included in the Plan's financial statements.

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

7. TRANSFERS TO OTHER PLANS

During plan year 2020, the Plan was amended to allow an elective transfer during the annual HERP-to-ESOP election period. During that period, certain eligible participants may elect to transfer to the ESOP an amount no more than 50% of their vested account in the Plan and not less than $25,000. During plan years ended December 31, 2025 and 2024, participant elective transfers to the ESOP totaled $3,693,541 and $3,804,205, respectively.

In addition, as provided under the HERP, account balances of terminated participants who did not make a distribution election, were transferred to the Messer Construction Co. 401(k) Plan during the 2025 plan year. For the year ended December 31, 2025, transfers from the HERP to the Messer Construction Co. 401(k) Plan totaled $5,384,010.

SUPPLEMENTAL SCHEDULES

MESSER CONSTRUCTION CO. HOURLY EMPLOYEES' RETIREMENT PLAN

Employer ID No.: 31-0740877 Plan No: 002

FORM 5500, SCHEDULE H, PART IV, LINE 4i - SCHEDULE OF ASSETS HELD (HELD AT END OF YEAR)
AS OF DECEMBER 31, 2025

Identity of Issuer, Borrower, or Similar Party	Description of Investment Including Maturity Date of Interest Par, or Maturity Value		Current Value	Cost
Cash and Cash Equivalents				
PNC Bank	PNC Bank Checking Account		$ 189,478	$ 189,478
Federated HERMES Government	ERISA & DISC IRA FD#07		2,141,897	2,141,897
		Subtotal	2,331,375	2,331,375
Mutual Equity Funds:				
American Euro pacific Growth Fund	Class-R6 60988.515		929,616	756,722
Harbor Intl Small Cap-Retire			884,829	778,453
WCM Focused Intl Growth Ins	143660.073		848,631	591,753
Vanguard Index TR	Fund #855		15,084,919	9,338,253
		Subtotal	17,747,995	11,465,181
Mutual Fixed Income Funds:				
Dodge & Cox Income Fund (DODIX)	Fund 147		6,668,406	6,571,377
Hartford Strategic Inc-I (HSNIX)			1,339,357	1,318,570
PIMCO Income Fund	Class INS		1,351,642	1,313,220
		Subtotal	9,359,405	9,203,167
Other Assets				
JPMCB Strategic Property Fund	20-70-002-3839662		3,185,875	3,246,370
		Subtotal	3,185,875	3,246,370
		Grand Total	$ 32,624,650	$ 26,246,093

MESSER CONSTRUCTION CO. HOURLY EMPLOYEES' RETIREMENT PLAN

Employer ID No.: 31-0740877 Plan No: 002

FORM 5500, SCHEDULE H, PART IV, LINE 4j
SCHEDULE OF REPORTABLE TRANSACTIONS
FOR THE YEAR ENDED DECEMBER 31, 2025

(a)	(b)	(c)	(d)	(g)	(h)	(i)
Identity of Party Involved	Description of Asset	Purchase Price	Selling Price	Cost of Asset	Current Value of Asset on Transaction Date	Net Gain (Loss)
Category (i) - A single transaction that amounts to more than 5 percent of the beginning value of total plan assets						
Federated Hermes	Federated Hermes Government Obligation Fund					
	Purchases - 1 transaction	$ 7,145,685	$ -	$ 7,145,685	$ 7,145,685	$ -
	Sales - 1 transaction	$ 8,373,249	$ 8,373,249	$ 8,373,249	$ 8,373,249	$ -
Dodge & Cox	Dodge & Cox Income Fund					
	Purchase - 1 transaction	$ 3,672,000	$ -	$ 3,672,000	$ 3,672,000	$ -
	Purchase - 1 transaction	$ 2,402,300	$ -	$ 2,402,300	$ 2,402,300	$ -
Pimco	PIMCO Diversified Income Fund I					
	Sale - 1 transaction	$ 2,559,677	$ 2,402,300	$ 2,559,677	$ 2,402,300	$ (157,377)
Vanguard	Vanguard Index Total Stock Market Portfolio Fund					
	Sales - 1 transaction	$ 2,547,889	$ 3,783,000	$ 2,547,889	$ 3,783,000	$ 1,235,111
	Sales - 1 transaction	$ 1,570,096	$ 2,200,000	$ 1,570,096	$ 2,200,000	$ 629,904

MESSER CONSTRUCTION CO. HOURLY EMPLOYEES' RETIREMENT PLAN

Employer ID No.: 31-0740877 Plan No: 002

FORM 5500, SCHEDULE H, PART IV, LINE 4j
SCHEDULE OF REPORTABLE TRANSACTIONS
FOR THE YEAR ENDED DECEMBER 31, 2025

(a)	(b)	(c)	(d)	(g)	(h)	(i)
Identity of Party Involved	Description of Asset	Purchase Price	Selling Price	Cost of Asset	Current Value of Asset on Transaction Date	Net Gain (Loss)
Category (iii) - A series of transactions with respect to securities of the same issue that amount in the aggregate to more than 5 percent of the beginning value of the total plan assets:						
Dodge & Cox	Dodge & Cox Income Fund					
	Purchases - 6 transactions	$ 6,571,377	$ -	$ 6,571,377	$ 6,571,377	$ -
Federated Hermes	Federated Hermes Government Obligation Fund					
	Purchases - 36 transactions	$ 9,868,037	$ -	$ 9,868,037	$ 9,868,037	$ -
	Sales - 17 transactions		$ 8,770,769	$ 8,770,769	$ 8,770,769	$ -
Pimco	Pimco Diversified Income Fund					
	Purchases - 7 trannsactions	$ 404,922	$ -	$ 404,922	$ 404,922	$ -
	Sales - 3 transactions	$ 3,212,516	$ 3,005,300	$ 3,212,516	$ 3,005,300	$ (207,216)
USA Treasury	USA Treasury Notes					
	Purchases - 8 transactions	$ 834,805	$ -	$ 834,805	$ 834,805	$ -
	Sales - 19 transactions	$ 2,001,171	$ 1,994,107	$ 2,001,171	$ 1,994,107	$ (7,064)
Vanguard	Vanguard Total Stock Market Index Fund					
	Purchases - 6 transactions	$ 958,807	$ -	$ 958,807	$ 958,807	$ -
	Sales - 3 transactions	$ 4,293,394	$ 6,260,484	$ 4,293,394	$ 6,260,484	$ 1,967,090

AUDIT REPORT

Messer Construction Co. Hourly Employees' Retirement Plan

EIN: 31-0740877
Plan No: 002

Financial Statements as of and for the
Years Ended December 31, 2025 and 2024,
Supplemental Schedules as of the
Year Ended December 31, 2025, and
Independent Auditors' Report

PARMS COMPANY

MESSER CONSTRUCTION CO. HOURLY EMPLOYEES' RETIREMENT PLAN

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NOTE: All other schedules required by Section 2520.103-10 Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974 have been omitted because they are not applicable.

PARMS + COMPANY

ACCOUNTANTS + CONSULTANTS

400 South 5th Street
Suite 220
Columbus, Ohio 43215

INDEPENDENT AUDITOR'S REPORT

To Committee Members and Participants of the
Messer Construction Co. Hourly Employees' Retirement Plan

Opinion

We have audited the accompanying financial statements of Messer Construction Co. Hourly Employees' Retirement Plan, an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), which comprise the statements of net assets available for benefits as of December 31, 2025 and 2024, and the related statements of changes in net assets available for benefits for the years then ended, and the related notes to the financial statements.

In our opinion, the financial statements referred to above present fairly, in all material respects, the net assets available for benefits of Messer Construction Co. Hourly Employees' Retirement Plan as of December 31, 2025 and 2024, and the changes in its net assets available for benefits for the years then ended, in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America. 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 Messer Construction Co. Hourly Employees' Retirement Plan and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements. In accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about Messer Construction Co. Hourly Employees' Retirement 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

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

In performing an audit in accordance with generally accepted auditing standards, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.

- Obtain an understanding of internal control relevant to the audit In order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of Messer Construction Co. Hourly Employees' Retirement Plan Plan's internal control. Accordingly, no such opinion is expressed.

- Evaluate the appropriateness of accounting policies used and the reasonableness of sigificant 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 Messer Construction Co. Hourly Employees' Retirement Plan Plan's ability to continue as a going concern for a reasonable period of time.

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

Supplemental Schedules Required by ERISA

Our audits were conducted for the purpose of forming an opinion on the financial statements as a whole. The supplemental schedules listed in the Table of Contents, together referred to as "supplemental information" are presented for purposes of additional analysis and are not a required part of the financial statements but are supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information has been subjected to the auditing procedures applied in the audits of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with generally accepted auditing standards.

In forming our opinion on the supplemental schedules, we evaluated whether the supplemental schedules, including their form and content, are presented in conformity with the Department of Labor 's Rules and Regulations for Reporting and Disclosure under ERISA.

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

Parms & Company, LLC

Columbus, Ohio
September 30, 2026

MESSER CONSTRUCTION CO. HOURLY EMPLOYEES' RETIREMENT PLAN

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

	2025	2024
ASSETS:		
Investments at fair value:		
Cash and cash equivalents	$ 2,331,375	$ 1,092,096
Corporate bonds	-	1,937,247
U.S. government securities	-	4,786,102
Mutual fixed income funds	9,359,405	2,574,465
Mutual equity funds	17,747,995	23,308,155
Total investments at fair value	29,438,775	33,698,065
Investment in common collective trust	3,185,875	3,816,711
Total Investments	32,624,650	37,514,776
Receivables:		
Employer contribution receivable	393,161	357,222
Accrued dividends	13,237	63,100
Total receivables	406,398	420,322
TOTAL ASSETS	$ 33,031,048	$ 37,935,098
LIABILITIES		
Accounts payable	-	-
NET ASSETS AVAILABLE FOR BENEFITS	$ 33,031,048	$ 37,935,098

See notes to financial statements.

	2025	2024
ADDITIONS:		
Investment income:		
Net appreciation (depreciation)		
in fair value of investments	$ 3,214,748	$ 3,308,658
Interest and dividends	990,150	1,049,180
	4,204,898	4,357,838
Less: investment expense	(52,377)	(65,329)
Total investment income	4,152,521	4,292,509
Employer contributions	4,625,738	4,040,035
Other income (refunded benefit distribution)	213,483	-
Total additions	8,991,742	8,332,544
DEDUCTIONS:		
Benefits paid to participants	(4,674,826)	(4,780,251)
Plan expenses	(143,415)	(110,007)
Total deductions	(4,818,241)	(4,890,258)
TRANSFERS OUT OF PLAN:		
Messer Construction Co. 401(k) Plan (See Note 7)	(5,384,010)	-
Employee Stock Ownership Plan (See Note 7)	(3,693,541)	(3,804,205)
Total transfers out of plan	(9,077,551)	(3,804,205)
CHANGE IN NET ASSETS	(4,904,050)	(361,919)
NET ASSETS AVAILABLE FOR BENEFITS:		
Beginning of year	37,935,098	38,297,017
End of year	$ 33,031,048	$ 37,935,098

See notes to financial statements.

1. DESCRIPTION OF THE PLAN

The following description of the Messer Construction Co. Hourly Employees' Retirement Plan (the "Plan"), is provided for general information purposes only. Participants should refer to the Plan Document for more information.

General — The Plan, effective January 1, 1993, and amended and restated January 1, 2016, is a defined contribution plan covering eligible hourly employees of the Messer Construction Co. (the "Company") who meet stipulated service requirements. An appointed committee controls and manages the operations and administration of the Plan. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA).

Contributions — The Company's contribution to the Plan is determined by the Board of Directors. Participant contributions are not permitted.

Participant Accounts — Each participant's account is credited with an allocation of the Company's contribution and Plan earnings. Plan expenses are allocated to each participant's account based on each participant's relative share of assets. Allocations are based on participant earnings or account balances, as defined, or the requirements of the prevailing wage laws.

Investments — Investment decisions are made by the trustees within the provisions of the trust agreement and based on consultation with an investment advisor independent of the Company. The Plan invests primarily in money market funds, mutual funds, certificates of deposits, U.S. government securities, common stocks, and corporate bonds in accordance with the Plan's Investment Policy Statement.

Vesting — Participants are immediately vested in their account balances.

Payment of Benefits — Upon retirement or termination of service, as defined, a participant is entitled to receive their vested balance in a lump-sum distribution. At December 31, 2025 and 2024 there were no amounts allocated to accounts of persons who have elected to withdraw from the Plan, but have not yet been paid.

2. SIGNIFICANT ACCOUNTING POLICIES

Basis of Accounting — The accompanying financial statements are prepared in accordance with accounting principles generally accepted in the United States of America (GAAP).

Use of Estimates — The preparation of financial statements in conformity with GAAP requires Plan management to make estimates and assumptions that affect the reported amounts of assets, liabilities and changes therein, and disclosure of contingent assets and liabilities. Actual results could differ from those estimates.

Risks and Uncertainties — The Plan utilizes various investment instruments. Investment securities, in general, are exposed to various risks, such as interest rate, credit, and overall market volatility. Due to the level of risk associated with certain investment securities, it is reasonably possible that changes in the values of investment securities will occur in the near term and that such change could materially differ from the amounts reported in the financial statements.

2. SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

Investment Valuation and Income Recognition — The Plan's investments are stated at fair value. Fair value is the price that would be received upon sale of an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. See Note 3 for discussion on fair value measurements. Purchases and sales are recorded on a trade-date basis. Interest income is recorded on the accrual basis. Dividends are recorded on the ex-dividend date. Net appreciation includes the Plan's gains and losses on investments bought and sold as well as held during the year.

Management fees and operating expenses charged to the Plan for investments in the diversified portfolio are deducted from income and are not separately reflected. Consequently, management fees and operating expenses are reflected as a reduction of investment return for such investments.

Asset Valuation Techniques — Valuation technologies maximize the use of relevant observable inputs and minimize the use of unobservable inputs. The following is a description of the valuation methodologies used for assets measured at fair value. There have been no changes in the methodologies used at December 31, 2025 and 2024.

Common Stocks — Valued at the closing price reported on the active market on which the individual securities are traded.

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

Corporate Bonds — Valued using pricing models maximizing the use of observable inputs for similar securities. This includes basing value on yields currently available on comparable securities of issuers with similar credit ratings. When quoted prices are not available for identical or similar bonds, the bond is valued under a discounted cash flows approach that maximizes observable inputs, such as current yields of similar instruments, but includes adjustments for certain risks that may not be observable, such as credit and liquidity risks or a broker quote, if available.

U.S. Government Securities — Valued using pricing models maximizing the use of observable inputs for similar securities.

Cash Equivalents — Held primarily in short-term money market commingled funds, which are valued at cost plus accrued interest.

Collective Trust Fund — Valued using pricing models maximizing the use of observable inputs consistent with practices prevailing within real estate appraisal and real estate investment management industries. Collective trust investments that are measured at fair value using the net asset value per share as practical expedient have not been classified in the fair value hierarchy.

Items Measured at Net Asset Value — In accordance with ASU No. 2009-12, the Plan includes disclosures to address the category, fair value, redemption frequency, and redemption notice period for those assets whose fair value is estimated using the net asset value per share as of December 31, 2025 and 2024. The mutual funds (investments other than Collective Trust Fund) do not have a finite life, unfunded commitments, or significant restrictions on redemptions.

2. SIGNIFICANT ACCOUNTING POLICIES (continued)

	Fair Value Estimated Using Net Asset Value December 31, 2025			
Investment	**Fair Value***	**Redemption Frequency**	**Other Redemption Restrictions**	**Redemption Notice Period**
JPMCB Strategic Property Fund	$ 3,185,875	Quarterly	None	45 days prior
Total	$ 3,185,875			

	Fair Value Estimated Using Net Asset Value December 31, 2024			
Investment	**Fair Value***	**Redemption Frequency**	**Other Redemption Restrictions**	**Redemption Notice Period**
JPMCB Strategic Property Fund	$ 3,940,812	Quarterly	None	45 days prior
Total	$ 3,940,812			

The use of net asset value as a fair value is deemed appropriate, as these funds do not have a finite life, unfunded commitments, or significant restrictions on redemptions.

Administrative Expenses — The Plan has elected to pay its direct administrative expenses. The Plan also pays investment related expenses inclusive of investment manager fees. Indirect administrative expenses are covered by the Plan Sponsor.

Subsequent Events — The Plan has evaluated subsequent events through September 30, 2026, the date that these financial statements were available for issuance, to determine if either recognition or disclosure of significant events or transactions is required.

3. FAIR VALUE MEASUREMENTS

ASC 820, *Fair Value Measurements and Disclosures*, provides a framework for measuring fair value. In accordance with generally accepted accounting principles, the Plan classifies its investments into Level 1, which refers to securities valued using quoted prices from active markets for identical assets; Level 2, which refers to securities not traded on an active market but for which observable market inputs are readily available; and Level 3, which refers to securities valued based on significant unobservable inputs. Assets are classified in their entirety based on the lowest level of input that is significant to the fair value measurement. The Plan's policy is to recognize significant transfers between levels at the end of the reporting period. The following tables set forth by level within the fair value hierarchy a summary of the Plan's investments measured at fair value on a recurring basis at December 31, 2025 and 2024.

Transfers Between Levels — The availability of observable market data is monitored to assess the appropriate classification of financial instruments within the fair value hierarchy. Changes in economic conditions or model-based valuation techniques may require the transfer of financial instruments from one fair value level to another. In such instances, the transfer is reported at the end of the reporting period.

3. FAIR VALUE MEASUREMENTS (continued)

We evaluate the significance of transfers between levels based upon the nature of the financial instrument and size of the transfer relative to total net assets available for benefits. For the years ended December 31, 2025 and 2024, there were no transfers between levels.

The table below includes the major categorization for debt and equity securities on the basis of the nature and risk of the investments at December 31, 2025:

	Fair Value Measurements at December 31, 2025, Using			
	Active Markets for Identical Assets (Level 1)	Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)	Total
Cash and cash equivalents	$ 2,331,375	-	-	$ 2,331,375
Corporate bonds		-	-	-
U.S. government securities		-	-	-
Mutual fixed income funds	9,359,405	-	-	9,359,405
Mutual equity funds	17,747,995	-	-	17,747,995
Investments at fair value	$ 29,438,775	-	-	$ 29,438,775
Collective trust fund*	-			3,185,875
Total Investments				$ 32,624,650

3. FAIR VALUE MEASUREMENTS (continued)

The table below includes the major categorization for debt and equity securities on the basis of the nature and risk of the investments at December 31, 2024:

	Fair Value Measurements at December 31, 2024, Using			
	Active Markets for Identical Assets (Level 1)	Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)	Total
Cash and cash equivalents	$ 1,092,096	-	-	$ 1,092,096
Corporate bonds		1,937,247	-	1,937,247
U.S. government securities		4,786,102	-	4,786,102
Mutual fixed income funds	2,574,465	-	-	2,574,465
Mutual equity funds	23,308,155	-	-	23,308,155
Investments at fair value	$ 26,974,716	6,723,349	-	$ 33,698,065
Collective trust fund*	-			3,816,711
Total Investments				$ 37,514,776

* In accordance with ASU 2015-07, certain investments that are measured at fair value using the net asset value per share as practical expedient have not been classified in the fair value hierarchy. The fair value amounts presented in this table are intended to permit reconciliation of the fair value hierarchy to the total investments of the Master Trust.

During the years ended December 31, 2025 and 2024, the Plan's investments (including gains and losses on investments bought and sold, as well as changes in position during the year), appreciated by $3,428,229 and $3,308,658, respectively.

4. EXEMPT PARTY-IN-INTEREST TRANSACTIONS

The Plan has certain investments in shares of a money market fund managed by BlackRock of which PNC has an ownership in. PNC is the custodian, as defined by the Plan and, therefore, these transactions qualify as party-in-interest transactions.

5. PLAN TERMINATION

Although it has not expressed any intention to do so, the Company has the right under the Plan to discontinue its contributions at any time and to terminate the Plan subject to the provisions set forth in ERISA.

6. FEDERAL INCOME TAX STATUS

The Internal Revenue Service has determined and informed the Company by a letter dated March 15, 2018, that the Plan and related trust are designed in accordance with applicable regulations of the Internal Revenue Code (IRC). The Company and Plan management believe that the Plan is currently designed and operated in compliance with the applicable requirements of the IRC and the Plan and related trust continue to be tax-exempt. Therefore, no provision for income taxes has been included in the Plan's financial statements.

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

7. TRANSFERS TO OTHER PLANS

During plan year 2020, the Plan was amended to allow an elective transfer during the annual HERP-to-ESOP election period. During that period, certain eligible participants may elect to transfer to the ESOP an amount no more than 50% of their vested account in the Plan and not less than $25,000. During plan years ended December 31, 2025 and 2024, participant elective transfers to the ESOP totaled $3,693,541 and $3,804,205, respectively.

In addition, as provided under the HERP, account balances of terminated participants who did not make a distribution election, were transferred to the Messer Construction Co. 401(k) Plan during the 2025 plan year. For the year ended December 31, 2025, transfers from the HERP to the Messer Construction Co. 401(k) Plan totaled $5,384,010.

SUPPLEMENTAL SCHEDULES

MESSER CONSTRUCTION CO. HOURLY EMPLOYEES' RETIREMENT PLAN

Employer ID No.: 31-0740877 Plan No: 002

FORM 5500, SCHEDULE H, PART IV, LINE 4i - SCHEDULE OF ASSETS HELD (HELD AT END OF YEAR)
AS OF DECEMBER 31, 2025

Identity of Issuer, Borrower, or Similar Party	Description of Investment Including Maturity Date of Interest Par, or Maturity Value		Current Value	Cost
Cash and Cash Equivalents				
PNC Bank	PNC Bank Checking Account		$ 189,478	$ 189,478
Federated HERMES Government	ERISA & DISC IRA FD#07		2,141,897	2,141,897
		Subtotal	2,331,375	2,331,375
Mutual Equity Funds:				
American Euro pacific Growth Fund	Class-R6 60988.515		929,616	756,722
Harbor Intl Small Cap-Retire			884,829	778,453
WCM Focused Intl Growth Ins	143660.073		848,631	591,753
Vanguard Index TR	Fund #855		15,084,919	9,338,253
		Subtotal	17,747,995	11,465,181
Mutual Fixed Income Funds:				
Dodge & Cox Income Fund (DODIX)	Fund 147		6,668,406	6,571,377
Hartford Strategic Inc-I (HSNIX)			1,339,357	1,318,570
PIMCO Income Fund	Class INS		1,351,642	1,313,220
		Subtotal	9,359,405	9,203,167
Other Assets				
JPMCB Strategic Property Fund	20-70-002-3839662		3,185,875	3,246,370
		Subtotal	3,185,875	3,246,370
		Grand Total	$ 32,624,650	$ 26,246,093

MESSER CONSTRUCTION CO. HOURLY EMPLOYEES' RETIREMENT PLAN

Employer ID No.: 31-0740877 Plan No: 002

FORM 5500, SCHEDULE H, PART IV, LINE 4j
SCHEDULE OF REPORTABLE TRANSACTIONS
FOR THE YEAR ENDED DECEMBER 31, 2025

(a)	(b)	(c)	(d)	(g)	(h)	(i)
Identity of Party Involved	Description of Asset	Purchase Price	Selling Price	Cost of Asset	Current Value of Asset on Transaction Date	Net Gain (Loss)
Category (i) - A single transaction that amounts to more than 5 percent of the beginning value of total plan assets						
Federated Hermes	Federated Hermes Government Obligation Fund					
	Purchases - 1 transaction	$ 7,145,685	$ -	$ 7,145,685	$ 7,145,685	$ -
	Sales - 1 transaction	$ 8,373,249	$ 8,373,249	$ 8,373,249	$ 8,373,249	$ -
Dodge & Cox	Dodge & Cox Income Fund					
	Purchase - 1 transaction	$ 3,672,000	$ -	$ 3,672,000	$ 3,672,000	$ -
	Purchase - 1 transaction	$ 2,402,300	$ -	$ 2,402,300	$ 2,402,300	$ -
Pimco	PIMCO Diversified Income Fund I					
	Sale - 1 transaction	$ 2,559,677	$ 2,402,300	$ 2,559,677	$ 2,402,300	$ (157,377)
Vanguard	Vanguard Index Total Stock Market Portfolio Fund					
	Sales - 1 transaction	$ 2,547,889	$ 3,783,000	$ 2,547,889	$ 3,783,000	$ 1,235,111
	Sales - 1 transaction	$ 1,570,096	$ 2,200,000	$ 1,570,096	$ 2,200,000	$ 629,904

MESSER CONSTRUCTION CO. HOURLY EMPLOYEES' RETIREMENT PLAN

Employer ID No.: 31-0740877 Plan No: 002

FORM 5500, SCHEDULE H, PART IV, LINE 4j
SCHEDULE OF REPORTABLE TRANSACTIONS
FOR THE YEAR ENDED DECEMBER 31, 2025

(a)	(b)	(c)	(d)	(g)	(h)	(i)
Identity of Party Involved	Description of Asset	Purchase Price	Selling Price	Cost of Asset	Current Value of Asset on Transaction Date	Net Gain (Loss)
Category (iii) - A series of transactions with respect to securities of the same issue that amount in the aggregate to more than 5 percent of the beginning value of the total plan assets:						
Dodge & Cox	Dodge & Cox Income Fund					
	Purchases - 6 transactions	$ 6,571,377	$ -	$ 6,571,377	$ 6,571,377	$ -
Federated Hermes	Federated Hermes Government Obligation Fund					
	Purchases - 36 transactions	$ 9,868,037	$ -	$ 9,868,037	$ 9,868,037	$ -
	Sales - 17 transactions		$ 8,770,769	$ 8,770,769	$ 8,770,769	$ -
Pimco	Pimco Diversified Income Fund					
	Purchases - 7 trannsactions	$ 404,922	$ -	$ 404,922	$ 404,922	$ -
	Sales - 3 transactions	$ 3,212,516	$ 3,005,300	$ 3,212,516	$ 3,005,300	$ (207,216)
USA Treasury	USA Treasury Notes					
	Purchases - 8 transactions	$ 834,805	$ -	$ 834,805	$ 834,805	$ -
	Sales - 19 transactions	$ 2,001,171	$ 1,994,107	$ 2,001,171	$ 1,994,107	$ (7,064)
Vanguard	Vanguard Total Stock Market Index Fund					
	Purchases - 6 transactions	$ 958,807	$ -	$ 958,807	$ 958,807	$ -
	Sales - 3 transactions	$ 4,293,394	$ 6,260,484	$ 4,293,394	$ 6,260,484	$ 1,967,090

AUDIT REPORT

Messer Construction Co. Hourly Employees' Retirement Plan

EIN: 31-0740877
Plan No: 002

Financial Statements as of and for the
Years Ended December 31, 2025 and 2024,
Supplemental Schedules as of the
Year Ended December 31, 2025, and
Independent Auditors' Report

PARMS COMPANY

MESSER CONSTRUCTION CO. HOURLY EMPLOYEES' RETIREMENT PLAN

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NOTE: All other schedules required by Section 2520.103-10 Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974 have been omitted because they are not applicable.

PARMS + COMPANY

ACCOUNTANTS + CONSULTANTS

400 South 5th Street
Suite 220
Columbus, Ohio 43215

INDEPENDENT AUDITOR'S REPORT

To Committee Members and Participants of the
Messer Construction Co. Hourly Employees' Retirement Plan

Opinion

We have audited the accompanying financial statements of Messer Construction Co. Hourly Employees' Retirement Plan, an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), which comprise the statements of net assets available for benefits as of December 31, 2025 and 2024, and the related statements of changes in net assets available for benefits for the years then ended, and the related notes to the financial statements.

In our opinion, the financial statements referred to above present fairly, in all material respects, the net assets available for benefits of Messer Construction Co. Hourly Employees' Retirement Plan as of December 31, 2025 and 2024, and the changes in its net assets available for benefits for the years then ended, in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America. 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 Messer Construction Co. Hourly Employees' Retirement Plan and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements. In accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about Messer Construction Co. Hourly Employees' Retirement 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

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

In performing an audit in accordance with generally accepted auditing standards, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.

- Obtain an understanding of internal control relevant to the audit In order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of Messer Construction Co. Hourly Employees' Retirement Plan Plan's internal control. Accordingly, no such opinion is expressed.

- Evaluate the appropriateness of accounting policies used and the reasonableness of sigificant 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 Messer Construction Co. Hourly Employees' Retirement Plan Plan's ability to continue as a going concern for a reasonable period of time.

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

Supplemental Schedules Required by ERISA

Our audits were conducted for the purpose of forming an opinion on the financial statements as a whole. The supplemental schedules listed in the Table of Contents, together referred to as "supplemental information" are presented for purposes of additional analysis and are not a required part of the financial statements but are supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information has been subjected to the auditing procedures applied in the audits of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with generally accepted auditing standards.

In forming our opinion on the supplemental schedules, we evaluated whether the supplemental schedules, including their form and content, are presented in conformity with the Department of Labor 's Rules and Regulations for Reporting and Disclosure under ERISA.

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

Parms & Company, LLC

Columbus, Ohio
September 30, 2026

MESSER CONSTRUCTION CO. HOURLY EMPLOYEES' RETIREMENT PLAN

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

	2025	2024
ASSETS:		
Investments at fair value:		
Cash and cash equivalents	$ 2,331,375	$ 1,092,096
Corporate bonds	-	1,937,247
U.S. government securities	-	4,786,102
Mutual fixed income funds	9,359,405	2,574,465
Mutual equity funds	17,747,995	23,308,155
Total investments at fair value	29,438,775	33,698,065
Investment in common collective trust	3,185,875	3,816,711
Total Investments	32,624,650	37,514,776
Receivables:		
Employer contribution receivable	393,161	357,222
Accrued dividends	13,237	63,100
Total receivables	406,398	420,322
TOTAL ASSETS	$ 33,031,048	$ 37,935,098
LIABILITIES		
Accounts payable	-	-
NET ASSETS AVAILABLE FOR BENEFITS	$ 33,031,048	$ 37,935,098

See notes to financial statements.

	2025	2024
ADDITIONS:		
Investment income:		
Net appreciation (depreciation)		
in fair value of investments	$ 3,214,748	$ 3,308,658
Interest and dividends	990,150	1,049,180
	4,204,898	4,357,838
Less: investment expense	(52,377)	(65,329)
Total investment income	4,152,521	4,292,509
Employer contributions	4,625,738	4,040,035
Other income (refunded benefit distribution)	213,483	-
Total additions	8,991,742	8,332,544
DEDUCTIONS:		
Benefits paid to participants	(4,674,826)	(4,780,251)
Plan expenses	(143,415)	(110,007)
Total deductions	(4,818,241)	(4,890,258)
TRANSFERS OUT OF PLAN:		
Messer Construction Co. 401(k) Plan (See Note 7)	(5,384,010)	-
Employee Stock Ownership Plan (See Note 7)	(3,693,541)	(3,804,205)
Total transfers out of plan	(9,077,551)	(3,804,205)
CHANGE IN NET ASSETS	(4,904,050)	(361,919)
NET ASSETS AVAILABLE FOR BENEFITS:		
Beginning of year	37,935,098	38,297,017
End of year	$ 33,031,048	$ 37,935,098

See notes to financial statements.

1. DESCRIPTION OF THE PLAN

The following description of the Messer Construction Co. Hourly Employees' Retirement Plan (the "Plan"), is provided for general information purposes only. Participants should refer to the Plan Document for more information.

General — The Plan, effective January 1, 1993, and amended and restated January 1, 2016, is a defined contribution plan covering eligible hourly employees of the Messer Construction Co. (the "Company") who meet stipulated service requirements. An appointed committee controls and manages the operations and administration of the Plan. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA).

Contributions — The Company's contribution to the Plan is determined by the Board of Directors. Participant contributions are not permitted.

Participant Accounts — Each participant's account is credited with an allocation of the Company's contribution and Plan earnings. Plan expenses are allocated to each participant's account based on each participant's relative share of assets. Allocations are based on participant earnings or account balances, as defined, or the requirements of the prevailing wage laws.

Investments — Investment decisions are made by the trustees within the provisions of the trust agreement and based on consultation with an investment advisor independent of the Company. The Plan invests primarily in money market funds, mutual funds, certificates of deposits, U.S. government securities, common stocks, and corporate bonds in accordance with the Plan's Investment Policy Statement.

Vesting — Participants are immediately vested in their account balances.

Payment of Benefits — Upon retirement or termination of service, as defined, a participant is entitled to receive their vested balance in a lump-sum distribution. At December 31, 2025 and 2024 there were no amounts allocated to accounts of persons who have elected to withdraw from the Plan, but have not yet been paid.

2. SIGNIFICANT ACCOUNTING POLICIES

Basis of Accounting — The accompanying financial statements are prepared in accordance with accounting principles generally accepted in the United States of America (GAAP).

Use of Estimates — The preparation of financial statements in conformity with GAAP requires Plan management to make estimates and assumptions that affect the reported amounts of assets, liabilities and changes therein, and disclosure of contingent assets and liabilities. Actual results could differ from those estimates.

Risks and Uncertainties — The Plan utilizes various investment instruments. Investment securities, in general, are exposed to various risks, such as interest rate, credit, and overall market volatility. Due to the level of risk associated with certain investment securities, it is reasonably possible that changes in the values of investment securities will occur in the near term and that such change could materially differ from the amounts reported in the financial statements.

2. SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

Investment Valuation and Income Recognition — The Plan's investments are stated at fair value. Fair value is the price that would be received upon sale of an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. See Note 3 for discussion on fair value measurements. Purchases and sales are recorded on a trade-date basis. Interest income is recorded on the accrual basis. Dividends are recorded on the ex-dividend date. Net appreciation includes the Plan's gains and losses on investments bought and sold as well as held during the year.

Management fees and operating expenses charged to the Plan for investments in the diversified portfolio are deducted from income and are not separately reflected. Consequently, management fees and operating expenses are reflected as a reduction of investment return for such investments.

Asset Valuation Techniques — Valuation technologies maximize the use of relevant observable inputs and minimize the use of unobservable inputs. The following is a description of the valuation methodologies used for assets measured at fair value. There have been no changes in the methodologies used at December 31, 2025 and 2024.

Common Stocks — Valued at the closing price reported on the active market on which the individual securities are traded.

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

Corporate Bonds — Valued using pricing models maximizing the use of observable inputs for similar securities. This includes basing value on yields currently available on comparable securities of issuers with similar credit ratings. When quoted prices are not available for identical or similar bonds, the bond is valued under a discounted cash flows approach that maximizes observable inputs, such as current yields of similar instruments, but includes adjustments for certain risks that may not be observable, such as credit and liquidity risks or a broker quote, if available.

U.S. Government Securities — Valued using pricing models maximizing the use of observable inputs for similar securities.

Cash Equivalents — Held primarily in short-term money market commingled funds, which are valued at cost plus accrued interest.

Collective Trust Fund — Valued using pricing models maximizing the use of observable inputs consistent with practices prevailing within real estate appraisal and real estate investment management industries. Collective trust investments that are measured at fair value using the net asset value per share as practical expedient have not been classified in the fair value hierarchy.

Items Measured at Net Asset Value — In accordance with ASU No. 2009-12, the Plan includes disclosures to address the category, fair value, redemption frequency, and redemption notice period for those assets whose fair value is estimated using the net asset value per share as of December 31, 2025 and 2024. The mutual funds (investments other than Collective Trust Fund) do not have a finite life, unfunded commitments, or significant restrictions on redemptions.

2. SIGNIFICANT ACCOUNTING POLICIES (continued)

	Fair Value Estimated Using Net Asset Value December 31, 2025			
Investment	**Fair Value***	**Redemption Frequency**	**Other Redemption Restrictions**	**Redemption Notice Period**
JPMCB Strategic Property Fund	$ 3,185,875	Quarterly	None	45 days prior
Total	$ 3,185,875			

	Fair Value Estimated Using Net Asset Value December 31, 2024			
Investment	**Fair Value***	**Redemption Frequency**	**Other Redemption Restrictions**	**Redemption Notice Period**
JPMCB Strategic Property Fund	$ 3,940,812	Quarterly	None	45 days prior
Total	$ 3,940,812			

The use of net asset value as a fair value is deemed appropriate, as these funds do not have a finite life, unfunded commitments, or significant restrictions on redemptions.

Administrative Expenses — The Plan has elected to pay its direct administrative expenses. The Plan also pays investment related expenses inclusive of investment manager fees. Indirect administrative expenses are covered by the Plan Sponsor.

Subsequent Events — The Plan has evaluated subsequent events through September 30, 2026, the date that these financial statements were available for issuance, to determine if either recognition or disclosure of significant events or transactions is required.

3. FAIR VALUE MEASUREMENTS

ASC 820, *Fair Value Measurements and Disclosures*, provides a framework for measuring fair value. In accordance with generally accepted accounting principles, the Plan classifies its investments into Level 1, which refers to securities valued using quoted prices from active markets for identical assets; Level 2, which refers to securities not traded on an active market but for which observable market inputs are readily available; and Level 3, which refers to securities valued based on significant unobservable inputs. Assets are classified in their entirety based on the lowest level of input that is significant to the fair value measurement. The Plan's policy is to recognize significant transfers between levels at the end of the reporting period. The following tables set forth by level within the fair value hierarchy a summary of the Plan's investments measured at fair value on a recurring basis at December 31, 2025 and 2024.

Transfers Between Levels — The availability of observable market data is monitored to assess the appropriate classification of financial instruments within the fair value hierarchy. Changes in economic conditions or model-based valuation techniques may require the transfer of financial instruments from one fair value level to another. In such instances, the transfer is reported at the end of the reporting period.

3. FAIR VALUE MEASUREMENTS (continued)

We evaluate the significance of transfers between levels based upon the nature of the financial instrument and size of the transfer relative to total net assets available for benefits. For the years ended December 31, 2025 and 2024, there were no transfers between levels.

The table below includes the major categorization for debt and equity securities on the basis of the nature and risk of the investments at December 31, 2025:

	Fair Value Measurements at December 31, 2025, Using			
	Active Markets for Identical Assets (Level 1)	Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)	Total
Cash and cash equivalents	$ 2,331,375	-	-	$ 2,331,375
Corporate bonds		-	-	-
U.S. government securities		-	-	-
Mutual fixed income funds	9,359,405	-	-	9,359,405
Mutual equity funds	17,747,995	-	-	17,747,995
Investments at fair value	$ 29,438,775	-	-	$ 29,438,775
Collective trust fund*	-			3,185,875
Total Investments				$ 32,624,650

3. FAIR VALUE MEASUREMENTS (continued)

The table below includes the major categorization for debt and equity securities on the basis of the nature and risk of the investments at December 31, 2024:

	Fair Value Measurements at December 31, 2024, Using			
	Active Markets for Identical Assets (Level 1)	Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)	Total
Cash and cash equivalents	$ 1,092,096	-	-	$ 1,092,096
Corporate bonds		1,937,247	-	1,937,247
U.S. government securities		4,786,102	-	4,786,102
Mutual fixed income funds	2,574,465	-	-	2,574,465
Mutual equity funds	23,308,155	-	-	23,308,155
Investments at fair value	$ 26,974,716	6,723,349	-	$ 33,698,065
Collective trust fund*	-			3,816,711
Total Investments				$ 37,514,776

* In accordance with ASU 2015-07, certain investments that are measured at fair value using the net asset value per share as practical expedient have not been classified in the fair value hierarchy. The fair value amounts presented in this table are intended to permit reconciliation of the fair value hierarchy to the total investments of the Master Trust.

During the years ended December 31, 2025 and 2024, the Plan's investments (including gains and losses on investments bought and sold, as well as changes in position during the year), appreciated by $3,428,229 and $3,308,658, respectively.

4. EXEMPT PARTY-IN-INTEREST TRANSACTIONS

The Plan has certain investments in shares of a money market fund managed by BlackRock of which PNC has an ownership in. PNC is the custodian, as defined by the Plan and, therefore, these transactions qualify as party-in-interest transactions.

5. PLAN TERMINATION

Although it has not expressed any intention to do so, the Company has the right under the Plan to discontinue its contributions at any time and to terminate the Plan subject to the provisions set forth in ERISA.

6. FEDERAL INCOME TAX STATUS

The Internal Revenue Service has determined and informed the Company by a letter dated March 15, 2018, that the Plan and related trust are designed in accordance with applicable regulations of the Internal Revenue Code (IRC). The Company and Plan management believe that the Plan is currently designed and operated in compliance with the applicable requirements of the IRC and the Plan and related trust continue to be tax-exempt. Therefore, no provision for income taxes has been included in the Plan's financial statements.

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

7. TRANSFERS TO OTHER PLANS

During plan year 2020, the Plan was amended to allow an elective transfer during the annual HERP-to-ESOP election period. During that period, certain eligible participants may elect to transfer to the ESOP an amount no more than 50% of their vested account in the Plan and not less than $25,000. During plan years ended December 31, 2025 and 2024, participant elective transfers to the ESOP totaled $3,693,541 and $3,804,205, respectively.

In addition, as provided under the HERP, account balances of terminated participants who did not make a distribution election, were transferred to the Messer Construction Co. 401(k) Plan during the 2025 plan year. For the year ended December 31, 2025, transfers from the HERP to the Messer Construction Co. 401(k) Plan totaled $5,384,010.

SUPPLEMENTAL SCHEDULES

MESSER CONSTRUCTION CO. HOURLY EMPLOYEES' RETIREMENT PLAN

Employer ID No.: 31-0740877 Plan No: 002

FORM 5500, SCHEDULE H, PART IV, LINE 4i - SCHEDULE OF ASSETS HELD (HELD AT END OF YEAR)
AS OF DECEMBER 31, 2025

Identity of Issuer, Borrower, or Similar Party	Description of Investment Including Maturity Date of Interest Par, or Maturity Value		Current Value	Cost
Cash and Cash Equivalents				
PNC Bank	PNC Bank Checking Account		$ 189,478	$ 189,478
Federated HERMES Government	ERISA & DISC IRA FD#07		2,141,897	2,141,897
		Subtotal	2,331,375	2,331,375
Mutual Equity Funds:				
American Euro pacific Growth Fund	Class-R6 60988.515		929,616	756,722
Harbor Intl Small Cap-Retire			884,829	778,453
WCM Focused Intl Growth Ins	143660.073		848,631	591,753
Vanguard Index TR	Fund #855		15,084,919	9,338,253
		Subtotal	17,747,995	11,465,181
Mutual Fixed Income Funds:				
Dodge & Cox Income Fund (DODIX)	Fund 147		6,668,406	6,571,377
Hartford Strategic Inc-I (HSNIX)			1,339,357	1,318,570
PIMCO Income Fund	Class INS		1,351,642	1,313,220
		Subtotal	9,359,405	9,203,167
Other Assets				
JPMCB Strategic Property Fund	20-70-002-3839662		3,185,875	3,246,370
		Subtotal	3,185,875	3,246,370
		Grand Total	$ 32,624,650	$ 26,246,093

MESSER CONSTRUCTION CO. HOURLY EMPLOYEES' RETIREMENT PLAN

Employer ID No.: 31-0740877 Plan No: 002

FORM 5500, SCHEDULE H, PART IV, LINE 4j
SCHEDULE OF REPORTABLE TRANSACTIONS
FOR THE YEAR ENDED DECEMBER 31, 2025

(a)	(b)	(c)	(d)	(g)	(h)	(i)
Identity of Party Involved	Description of Asset	Purchase Price	Selling Price	Cost of Asset	Current Value of Asset on Transaction Date	Net Gain (Loss)
Category (i) - A single transaction that amounts to more than 5 percent of the beginning value of total plan assets						
Federated Hermes	Federated Hermes Government Obligation Fund					
	Purchases - 1 transaction	$ 7,145,685	$ -	$ 7,145,685	$ 7,145,685	$ -
	Sales - 1 transaction	$ 8,373,249	$ 8,373,249	$ 8,373,249	$ 8,373,249	$ -
Dodge & Cox	Dodge & Cox Income Fund					
	Purchase - 1 transaction	$ 3,672,000	$ -	$ 3,672,000	$ 3,672,000	$ -
	Purchase - 1 transaction	$ 2,402,300	$ -	$ 2,402,300	$ 2,402,300	$ -
Pimco	PIMCO Diversified Income Fund I					
	Sale - 1 transaction	$ 2,559,677	$ 2,402,300	$ 2,559,677	$ 2,402,300	$ (157,377)
Vanguard	Vanguard Index Total Stock Market Portfolio Fund					
	Sales - 1 transaction	$ 2,547,889	$ 3,783,000	$ 2,547,889	$ 3,783,000	$ 1,235,111
	Sales - 1 transaction	$ 1,570,096	$ 2,200,000	$ 1,570,096	$ 2,200,000	$ 629,904

MESSER CONSTRUCTION CO. HOURLY EMPLOYEES' RETIREMENT PLAN

Employer ID No.: 31-0740877 Plan No: 002

FORM 5500, SCHEDULE H, PART IV, LINE 4j
SCHEDULE OF REPORTABLE TRANSACTIONS
FOR THE YEAR ENDED DECEMBER 31, 2025

(a)	(b)	(c)	(d)	(g)	(h)	(i)
Identity of Party Involved	Description of Asset	Purchase Price	Selling Price	Cost of Asset	Current Value of Asset on Transaction Date	Net Gain (Loss)
Category (iii) - A series of transactions with respect to securities of the same issue that amount in the aggregate to more than 5 percent of the beginning value of the total plan assets:						
Dodge & Cox	Dodge & Cox Income Fund					
	Purchases - 6 transactions	$ 6,571,377	$ -	$ 6,571,377	$ 6,571,377	$ -
Federated Hermes	Federated Hermes Government Obligation Fund					
	Purchases - 36 transactions	$ 9,868,037	$ -	$ 9,868,037	$ 9,868,037	$ -
	Sales - 17 transactions		$ 8,770,769	$ 8,770,769	$ 8,770,769	$ -
Pimco	Pimco Diversified Income Fund					
	Purchases - 7 trannsactions	$ 404,922	$ -	$ 404,922	$ 404,922	$ -
	Sales - 3 transactions	$ 3,212,516	$ 3,005,300	$ 3,212,516	$ 3,005,300	$ (207,216)
USA Treasury	USA Treasury Notes					
	Purchases - 8 transactions	$ 834,805	$ -	$ 834,805	$ 834,805	$ -
	Sales - 19 transactions	$ 2,001,171	$ 1,994,107	$ 2,001,171	$ 1,994,107	$ (7,064)
Vanguard	Vanguard Total Stock Market Index Fund					
	Purchases - 6 transactions	$ 958,807	$ -	$ 958,807	$ 958,807	$ -
	Sales - 3 transactions	$ 4,293,394	$ 6,260,484	$ 4,293,394	$ 6,260,484	$ 1,967,090