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

2024

This Form is Open to Public Inspection

Part I Annual Report Identification Information

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

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

B This return/report is:
- [ ] the first return/report
- [ ] the final return/report
- [ ] an amended return/report
- [ ] a short plan year return/report (less than 12 months)

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

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

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

Part II Basic Plan Information—enter all requested information

1a Name of plan
MOSS ADAMS LLP PROFIT SHARING 401(K) PLAN-PARTNERS AND PRINCIPALS

1b Three-digit plan number (PN) ▶ 095

1c Effective date of plan
07/01/1984

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)
MOSS ADAMS LLP

999 3RD AVENUE
SUITE 2800
SEATTLE, WA 98104

2b Employer Identification Number (EIN)
91-0189318

2c Plan Sponsor's telephone number
206-302-6800

2d Business code (see instructions)
541211

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.	10/09/2025	MICHAEL NEWHOUSE
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE			
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

3a Plan administrator's name and address [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:

a Sponsor's name

c Plan Name

4b EIN

4d PN

5	Total number of participants at the beginning of the plan year	**5**	469
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)**	403
a(2)	Total number of active participants at the end of the plan year	**6a(2)**	421
b	Retired or separated participants receiving benefits	**6b**	8
c	Other retired or separated participants entitled to future benefits	**6c**	61
d	Subtotal. Add lines **6a(2)**, **6b**, and **6c**.	**6d**	490
e	Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.	**6e**	1
f	Total. Add lines **6d** and **6e**.	**6f**	491
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)**	467
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)**	489
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 Characteristics Codes in the instructions:

2E 2F 2G 2J 2T 3H

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

9a Plan funding arrangement (check all that apply)

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

9b Plan benefit arrangement (check all that apply)

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

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

a Pension Schedules

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

b General Schedules

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

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

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

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

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

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

Receipt Confirmation Code______________________

SCHEDULE C (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	**Service Provider Information** This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ **File as an attachment to Form 5500.**	OMB No. 1210-0110 **2024** **This Form is Open to Public Inspection.**

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

A Name of plan
MOSS ADAMS LLP PROFIT SHARING 401(K) PLAN-PARTNERS AND PRINCIPALS

B Three-digit plan number (PN) ▶ 095

C Plan sponsor's name as shown on line 2a of Form 5500
MOSS ADAMS LLP

D Employer Identification Number (EIN)
91-0189318

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

THE VANGUARD GROUP, INC.

23-1945930

(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)

VANGUARD ADVISERS INC.

23-2811930

(b) Service Code(s)	**(c)** Relationship to employer, employee organization, or person known to be a party-in-interest	**(d)** Enter direct compensation paid by the plan. If none, enter -0-.	**(e)** Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	**(f)** Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	**(g)** Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	**(h)** Did the service provider give you a formula instead of an amount or estimated amount?
26 50	NONE	95216	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

DAVIS, WRIGHT, TRAMAINE, LLP

91-0839480

(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?
29 50	NONE	66694	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

VERUS

91-1320111

(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	NONE	42047	Yes ☐ No ☒	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)

THE VANGUARD GROUP, INC.

23-1945930

(b) Service Code(s)	**(c)** Relationship to employer, employee organization, or person known to be a party-in-interest	**(d)** Enter direct compensation paid by the plan. If none, enter -0-.	**(e)** Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	**(f)** Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	**(g)** Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	**(h)** Did the service provider give you a formula instead of an amount or estimated amount?
15 16 25 37 38 52 99	NONE	34572	Yes [X] No [ ]	Yes [X] No [ ]	0	Yes [X] No [ ]

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

SWEENEY CONRAD, P.S.

93-1301672

(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?
10 50	NONE	21630	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

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

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

Part I **Service Provider Information (continued)**

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

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation

(d) Enter name and EIN (address) of source of indirect compensation	**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation

(d) Enter name and EIN (address) of source of indirect compensation	**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation

(d) Enter name and EIN (address) of source of indirect compensation	**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.

Part II Service Providers Who Fail or Refuse to Provide Information

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

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

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

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

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

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

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

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

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

SCHEDULE D (Form 5500)	DFE/Participating Plan Information	OMB No. 1210-0110
Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration	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.**	**2024** **This Form is Open to Public Inspection.**

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

A Name of plan
MOSS ADAMS LLP PROFIT SHARING 401(K) PLAN-PARTNERS AND PRINCIPALS

B Three-digit plan number (PN) ▶ 095

C Plan or DFE sponsor's name as shown on line 2a of Form 5500
MOSS ADAMS LLP

D Employer Identification Number (EIN)
91-0189318

Part I Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs)
(Complete as many entries as needed to report all interests in DFEs)

a Name of MTIA, CCT, PSA, or 103-12 IE: VFTC TARGET RET 2020 TR II

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

c EIN-PN 90-6083982-001	**d** Entity code C	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	5741419

a Name of MTIA, CCT, PSA, or 103-12 IE: VFTC TARGET RET 2025 TR II

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

c EIN-PN 90-6083980-001	**d** Entity code C	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	17477605

a Name of MTIA, CCT, PSA, or 103-12 IE: VFTC TARGET RET 2030 TR II

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

c EIN-PN 90-6083978-001	**d** Entity code C	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	27045626

a Name of MTIA, CCT, PSA, or 103-12 IE: VFTC TARGET RET 2035 TR II

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

c EIN-PN 90-6083976-001	**d** Entity code C	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	28732799

a Name of MTIA, CCT, PSA, or 103-12 IE: VFTC TARGET RET 2040 TR II

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

c EIN-PN 90-6083974-001	**d** Entity code C	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	23650758

a Name of MTIA, CCT, PSA, or 103-12 IE: VFTC TARGET RET 2045 TR II

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

c EIN-PN 90-6083972-001	**d** Entity code C	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	25362132

a Name of MTIA, CCT, PSA, or 103-12 IE: VFTC TARGET RET 2050 TR II

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

c EIN-PN 90-6083970-001	**d** Entity code C	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	12314058

a Name of MTIA, CCT, PSA, or 103-12 IE: VFTC TARGET RET 2055 TR II

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

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
27-6715091-001	C	2261827

a Name of MTIA, CCT, PSA, or 103-12 IE: VFTC TARGET RET 2060 TR II

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

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
45-3799419-001	C	274844

a Name of MTIA, CCT, PSA, or 103-12 IE: VFTC TARGET RET 2065 TR II

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

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
82-6194314-001	C	28719

a Name of MTIA, CCT, PSA, or 103-12 IE: VFTC TARGET RET INCOME TR II

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

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
90-6083967-001	C	3813607

a Name of MTIA, CCT, PSA, or 103-12 IE: VFTC RETIREMENT SAVINGS TRUST III

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

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
38-7041744-024	C	15365992

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Part II **Information on Participating Plans (to be completed by DFEs, other than DCGs)**
(Complete as many entries as needed to report all participating plans. DCGs must report each participating plan using Schedule DCG.)

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

SCHEDULE H (Form 5500)	Financial Information	OMB No. 1210-0110
Department of the Treasury Internal Revenue Service	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).	**2024**
Department of Labor Employee Benefits Security Administration	▶ **File as an attachment to Form 5500.**	**This Form is Open to Public Inspection**
Pension Benefit Guaranty Corporation		

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

A Name of plan
MOSS ADAMS LLP PROFIT SHARING 401(K) PLAN-PARTNERS AND PRINCIPALS

B Three-digit plan number (PN) ▶ 095

C Plan sponsor's name as shown on line 2a of Form 5500
MOSS ADAMS LLP

D Employer Identification Number (EIN)
91-0189318

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)	109266	85441
(2) Participant contributions	1b(2)		
(3) Other	1b(3)		
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)		
(2) U.S. Government securities	1c(2)		
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)		
(B) All other	1c(3)(B)		
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)		
(B) Common	1c(4)(B)		
(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)	1104599	1307579
(9) Value of interest in common/collective trusts	1c(9)	144830276	162069386
(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)	263710527	317053248
(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)		
e Buildings and other property used in plan operation	1e		
f Total assets (add all amounts in lines 1a through 1e)	1f	409754668	480515654
Liabilities			
g Benefit claims payable	1g		
h Operating payables	1h		
i Acquisition indebtedness	1i		
j Other liabilities	1j	61941	130370
k Total liabilities (add all amounts in lines 1g through1j)	1k	61941	130370
Net Assets			
l Net assets (subtract line 1k from line 1f)	1l	409692727	480385284

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)	11004012	
(B) Participants	2a(1)(B)	12019729	
(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)		23023741
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)		
(B) U.S. Government securities	2b(1)(B)		
(C) Corporate debt instruments	2b(1)(C)		
(D) Loans (other than to participants)	2b(1)(D)		
(E) Participant loans	2b(1)(E)	81820	
(F) Other	2b(1)(F)		
(G) Total interest. Add lines **2b(1)(A)** through **(F)**	2b(1)(G)		81820
(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)	10902293	
(D) Total dividends. Add lines **2b(2)(A)**, **(B)**, and **(C)**	2b(2)(D)		10902293
(3) Rents	2b(3)		
(4) Net gain (loss) on sale of assets: **(A)** Aggregate proceeds	2b(4)(A)		
(B) Aggregate carrying amount (see instructions)	2b(4)(B)		
(C) Subtract line **2b(4)(B)** from line **2b(4)(A)** and enter result	2b(4)(C)		0
(5) Unrealized appreciation (depreciation) of assets: **(A)** Real estate	2b(5)(A)		
(B) Other	2b(5)(B)		
(C) Total unrealized appreciation of assets. Add lines **2b(5)(A)** and **(B)**	2b(5)(C)		0

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts	2b(6)		15318463
(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)		28650031
c Other income	2c		
d Total income. Add all **income** amounts in column (b) and enter total	2d		77976348

Expenses

e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	16717325	
(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)		16717325
f Corrective distributions (see instructions)	2f		
g Certain deemed distributions of participant loans (see instructions)	2g		
h Interest expense	2h		
i Administrative expenses:			
(1) Salaries and allowances	2i(1)		
(2) Contract administrator fees	2i(2)		
(3) Recordkeeping fees	2i(3)	29984	
(4) IQPA audit fees	2i(4)	21630	
(5) Investment advisory and investment management fees	2i(5)	42047	
(6) Bank or trust company trustee/custodial fees	2i(6)		
(7) Actuarial fees	2i(7)		
(8) Legal fees	2i(8)	66694	
(9) Valuation/appraisal fees	2i(9)		
(10) Other trustee fees and expenses	2i(10)		
(11) Other expenses	2i(11)	97765	
(12) Total administrative expenses. Add lines **2i(1)** through **(11)**	2i(12)		258120
j Total expenses. Add all **expense** amounts in column (b) and enter total	2j		16975445

Net Income and Reconciliation

k Net income (loss). Subtract line **2j** from line **2d**	2k		61000903
l Transfers of assets:			
(1) To this plan	2l(1)		9691654
(2) From this plan	2l(2)		

Part III Accountant's Opinion

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

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

(1) [X] Unmodified **(2)** [ ] Qualified **(3)** [ ] Disclaimer **(4)** [ ] Adverse

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

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

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

(1) Name: SWEENEY CONRAD PS **(2)** EIN: 91-1301672

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		4500
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		2500000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?	**4f**		X	
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?	**4g**		X	
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?	**4h**		X	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	**4i**	X		
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)	**4j**		X	
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?	**4k**		X	
l Has the plan failed to provide any benefit when due under the plan?	**4l**		X	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)	**4m**		X	
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.	**4n**			

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

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

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

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

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

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

SCHEDULE R (Form 5500)	Retirement Plan 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 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.**	**2024** **This Form is Open to Public Inspection.**

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

A Name of plan
MOSS ADAMS LLP PROFIT SHARING 401(K) PLAN-PARTNERS AND PRINCIPALS

B Three-digit plan number (PN) ▶ 095

C Plan sponsor's name as shown on line 2a of Form 5500
MOSS ADAMS LLP

D Employer Identification Number (EIN)
91-0189318

Part I Distributions

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

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

2 Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits):

EIN(s): 23-2186884 ____________

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__________.

MOSS ADAMS LLP PROFIT SHARING 401(k) PLAN-PARTNERS AND PRINCIPALS

EIN: 91-0189318

Plan Number: 095

FINANCIAL STATEMENTS AND SUPPLEMENTAL SCHEDULES

December 31, 2024 and 2023

SweeneyConrad

CERTIFIED PUBLIC ACCOUNTANTS AND BUSINESS ADVISORS

MOSS ADAMS LLP PROFIT SHARING 401(k) PLAN-
PARTNERS AND PRINCIPALS
Financial Statements and Supplemental Schedules
December 31, 2024 and 2023

Index

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INDEPENDENT AUDITORS' REPORT

To the 401(k) Committee of the
Moss Adams LLP Profit Sharing 401(k) Plan - Partners and Principals

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

We have performed audits of the accompanying financial statements of Moss Adams LLP Profit Sharing 401(k) Plan – Partners and Principals, an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) (ERISA Section 103(a)(3)(C) audit). The financial statements comprise the statements of net assets available for benefits as of December 31, 2024 and 2023, and the related statement of changes in net assets available for benefits for the year ended December 31, 2024, and the related notes to the financial statements.

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

Management has obtained certifications from a qualified institution as of December 31, 2024 and 2023, and for the year ended December 31, 2024, stating that the certified investment information, as described in Note 4 to the financial statements, is complete and accurate.

Opinion

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

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

Basis for Opinion

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

Responsibilities of Management for the Financial Statements

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

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about Moss Adams LLP Profit Sharing 401(k) Plan – Partners and Principals' ability to continue as a going concern for one year after the date the financial statements are available to be issued.

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

Auditors' Responsibilities for the Audit of the Financial Statements

Except as described in the Scope and Nature of the ERISA Section 103(a)(3)(C) Audit section of our report, our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if, there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of Moss Adams LLP Profit Sharing 401(k) Plan – Partners and Principals' internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about Moss Adams LLP Profit Sharing 401(k) Plan – Partners and Principals' ability to continue as a going concern for a reasonable period of time.

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

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

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

Supplemental Schedules Required by ERISA

The supplemental Schedule of Assets (Held at End of Year) and Schedule of Delinquent Participant Contributions as of or for the year ended December 31, 2024, 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 included in the supplemental schedules, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audits of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS. For information included in the supplemental schedules that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

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

Sweeney Conrad, P.S.

Sweeney Conrad, P.S.
Kirkland, Washington
October 8, 2025

MOSS ADAMS LLP PROFIT SHARING 401(k) PLAN-
PARTNERS AND PRINCIPALS

Statements of Net Assets Available for Benefits

	December 31, 2024	December 31, 2023
ASSETS		
Investments at fair value	$ 479,122,634	$ 408,540,803
Receivables:		
Notes receivable from participants	1,307,579	1,104,599
Profit sharing contributions	85,441	109,266
Total receivables	1,393,020	1,213,865
Total assets	480,515,654	409,754,668
LIABILITIES		
Accrued expenses	130,370	61,941
Total liabilities	130,370	61,941
Net assets available for benefits	$ 480,385,284	$ 409,692,727

See accompanying notes to financial statements

MOSS ADAMS LLP PROFIT SHARING 401(k) PLAN-
PARTNERS AND PRINCIPALS

Statement of Changes in Net Assets Available for Benefits
Year ended December 31, 2024

Investment income:	
Net appreciation in fair value of investments	$ 43,581,582
Dividends	11,289,205
Total investment income	54,870,787
Interest on notes receivable	81,820
Contributions:	
Profit sharing contributions	11,004,012
Participant deferrals	12,019,729
Total contributions	23,023,741
Deductions:	
Benefits paid to participants	16,717,325
Plan expenses	258,120
Total deductions	16,975,445
Net increase in net assets available for benefits	61,000,903
Transfer of assets from Employee Plan	9,691,654
Net assets available for benefits:	
Beginning of the year	409,692,727
End of the year	$ 480,385,284

See accompanying notes to financial statements

NOTE 1 – DESCRIPTION OF THE PLAN

The Moss Adams LLP Profit Sharing 401(k) Plan - Partners and Principals (the Plan) was established effective January 1, 1989. The Plan has been amended and restated to comply with current legislation. The following description of the Plan provides only general information. Participants should refer to the Plan agreement for a more complete description of the Plan's provisions.

General

The Plan is a defined contribution profit-sharing plan covering all partners and principals of Moss Adams LLP (the Firm) and its affiliates. Effective January 1, 2021, the Plan specifically excludes Moss Adams (India) LLP. Effective December 13, 2024, the Plan specifically excludes Yurgosky Consulting Limited LLC.

Partners and principals are immediately eligible to make contributions under a salary deferral arrangement pursuant to section 401(k) of the Internal Revenue Code. Partners and principals are enrolled in the profit sharing portion of the Plan on January 1 or July 1 following their date of hire. Partners and principals hired in connection with a combination, merger, or acquisition are enrolled on the effective date of the combination, merger, or acquisition. New partners and principals transferred to this plan from the 401(k) Profit Sharing Plan for Employees of Moss Adams LLP & Affiliates (Employee Plan), are enrolled in the profit sharing portion of the Plan upon transfer.

The Plan is integrated with Social Security and is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA). The 401(k) Committee (the Plan Administrator) is responsible for oversight of the Plan. The 401(k) Committee determines the appropriateness of the Plan’s investment offerings and monitors investment performance.

The trustee is Vanguard Fiduciary Trust Company (VFTC), and the third party record keeper is Vanguard Group, Inc. (Vanguard). The Plan is part of a bundled service arrangement through Vanguard with various investment options.

NOTE 1 – DESCRIPTION OF THE PLAN (continued)

Contributions

Participants may elect to defer up to 90% of their eligible compensation, within statutory limits. Participants who have attained age 50 before the end of the Plan year are eligible to make catch-up contributions. Participants may contribute after-tax voluntary nondeductible contributions up to $14,950 of eligible compensation in 2024, and at the participants' election, these contributions may be immediately converted to Roth funds. Participants may also contribute amounts representing distributions from other qualified plans. In addition, eligible participants are required to contribute 6% of eligible compensation if under age 46 and 9% if age 46 or older to the profit sharing portion of the Plan. Contributions are remitted to the Plan when amounts are withheld from partner and principal draws. Participant deferral contributions are funded by December 31 each year. Profit sharing contributions are funded by September 15 of the following year. All contributions are fully vested.

Participant Accounts

Individual participant accounts are maintained by Vanguard. Each account is credited or charged with the participant's contribution, allocations of the profit sharing contribution and investment income and losses on the individual account balances, and administrative expenses, if any. Distribution and loan administration fees are charged by Vanguard and deducted from the respective participants' benefit payments and loans. Allocations are based on participant compensation, account balances, or specific participant transactions, as defined in the Plan document. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

Investment Options

Participants direct contributions among various mutual funds and collective trusts.

Notes Receivable from Participants

Participants may borrow from their accounts a minimum of $1,000, up to the lesser of $50,000 or 50% of their account balances. Terms of the notes receivable may not exceed five years. The notes receivable are secured by the balance in the participant's account and bear interest at the Reuters prime rate plus 1% at the time of loan issuance, as determined by the Plan Administrator. Interest rates are between 4.25% and 9.5% for receivables outstanding at December 31, 2024 with various maturity dates through 2029. Principal and interest are paid ratably through partner and principal draw deductions.

Payment of Benefits

Upon retirement, termination, death, or disability, the Plan participant or beneficiary may elect to receive an amount equal to the value of their account in a lump sum or in installments over a period of time, as described in the Plan document. If the participant account balance is less than or equal to $1,000, the participant will receive a lump sum payment, and if the participant account balance is greater than $1,000 but less than $7,000, the participant will receive a direct rollover to an individual retirement account, as described in the Plan document. Under certain hardship circumstances or attainment of age 59 ½, participants may request a lump-sum distribution of a portion of their account balances prior to retirement.

NOTE 1 – DESCRIPTION OF THE PLAN (continued)

Subsequent Events

The Plan has evaluated subsequent events through October 8, 2025, the date the financial statements were available to be issued.

Subsequent to year end, in June 2025, the Firm completed a merger with another entity. As such, the Firm elected to terminate the Plan effective June 1, 2025. The Firm intends to liquidate the Plan during 2025 and distribute the Plan's remaining account balances in accordance with plan provisions.

NOTE 2 – SIGNIFICANT ACCOUNTING POLICIES

The following are the significant accounting policies used by the Plan:

Basis of Accounting

The financial statements of the Plan are prepared on the accrual basis of accounting 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 management to make estimates and assumptions that affect certain reported amounts and disclosures. Actual results could differ from those estimates.

Investment Valuation and Income Recognition

Investments are reported at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. The Plan Administrator determines the Plan's valuation policies utilizing information provided by the investment advisor and record keeper. See Note 3 for discussion of fair value measurements.

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

Notes Receivable from Participants

Notes receivable from participants are measured at their unpaid principal balances plus accrued but unpaid interest, if any. Related fees are deducted from the borrower's account, recorded as administrative expenses, and expensed when they are incurred. No allowance for credit losses has been recorded as of December 31, 2024 and 2023. If a participant ceases to make loan repayments and the Plan Administrator deems the participant loan to be in default, the participant loan balance is reduced and a benefit payment to the participant is recorded for the amount of the unpaid loan and any accrued but unpaid interest.

NOTE 2 – SIGNIFICANT ACCOUNTING POLICIES (continued)

Payment of Benefits

Benefits are recorded when paid.

Plan Expenses

Certain expenses of maintaining the Plan are paid by the Plan, unless otherwise paid by the Firm. For expenses paid by the Firm, the Firm submits requests for reimbursement from the plan revenue account. Fees for individual transactions such as distributions and loans are deducted from the respective participant's account prior to determination of the amount eligible for borrowing or distribution. Investment related expenses, and revenue sharing credits, are included in net appreciation or depreciation in fair value of investments. Participants' accounts are charged a quarterly fee for general administration of the Plan, which is transferred to the plan revenue account. On an annual basis, the Plan Administrator will assess the balance in the plan revenue account as compared to actual expenses and determine whether there is an excess or underage that should be rebated or charged to participant accounts.

NOTE 3 – FAIR VALUE MEASUREMENTS

GAAP establishes a framework for measuring fair value. That framework provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices for identical assets or liabilities in active markets that the Plan has the ability to access (level 1 measurements) and the lowest priority to unobservable inputs (level 3 measurements).

The asset or liability's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques maximize the use of relevant observable inputs and minimize the use of unobservable inputs.

Following is a description of the valuation methodologies used for assets measured at fair value. There have been no changes in the methodologies used at December 31, 2024 and 2023.

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

Collective trusts – Valued at the NAV of units of a collective trust. The NAV, as provided by the fund's trustee, is used as a practical expedient to estimate fair value. The NAV is based on the fair value of the underlying investments held by the fund less its liabilities. This practical expedient is not used when it is determined to be probable that the Plan will sell the investment for an amount different than the reported NAV. Participant transactions (purchases and sales) may occur daily. Were the Plan to initiate a full redemption of the collective trust, the investment advisor reserves the right to temporarily delay withdrawal from the trust for up to twelve months in order to ensure that securities liquidations will be carried out in an orderly business manner. There are no unfunded commitments to the collective trusts at December 31, 2024 and 2023.

NOTE 3 – FAIR VALUE MEASUREMENTS

The following table sets forth, by level within the fair value hierarchy, the Plan's assets at fair value as of December 31, 2024 and 2023:

	Assets at Fair Value as of December 31, 2024			
	Level 1	Level 2	Level 3	Total
Mutual funds	$ 317,053,248	$ -	$ -	$ 317,053,248
Total assets in the fair value hierarchy	317,053,248	-	-	317,053,248
Investments measured at net asset value (stable value and target date collective trust funds)				162,069,386
Investments at fair value	$ 317,053,248	$ -	$ -	$ 479,122,634

	Assets at Fair Value as of December 31, 2023			
	Level 1	Level 2	Level 3	Total
Mutual funds	$ 263,710,527	$ -	$ -	$ 263,710,527
Total assets in the fair value hierarchy	263,710,527	-	-	263,710,527
Investments measured at net asset value (stable value and target date collective trust funds)				144,830,276
Investments at fair value	$ 263,710,527	$ -	$ -	$ 408,540,803

NOTE 4 – CERTIFIED INVESTMENTS

Certain information related to investments and notes receivable from participants that is disclosed in the accompanying financial statements and ERISA-required supplemental schedule on page 13, including investments held and notes receivable from participants at December 31, 2024 and 2023, and net appreciation in fair value of investments, dividends, and interest on notes receivable from participants for the year ended December 31, 2024, was obtained by management and agreed to or derived from information certified as complete and accurate by Vanguard Fiduciary Trust Company, the trustee of the Plan.

NOTE 5 – RELATED PARTY AND PARTY IN INTEREST TRANSACTIONS

Certain Plan investments are managed by VFTC. Therefore, transactions with VFTC and its affiliates qualify as party-in-interest transactions. Fees are paid by the Plan to these parties for administrative services.

NOTE 6 – TRANSFER OF ASSETS ON BEHALF OF PARTNERS AND PRINCIPALS OF MOSS ADAMS LLP AND ITS AFFILIATES

During 2024, certain participants in the Employee Plan became eligible to participate in the Plan. Effective January 1, 2024, contributions for these participants began to be paid to the Plan. During 2024, accounts totaling approximately $9,692,000 of new partners and principals were transferred from the Employee Plan to the Plan.

NOTE 7 – INCOME TAX STATUS

The Internal Revenue Service (IRS) has determined and informed the Firm by a letter dated August 19, 2014, that the Plan and related trust are designed in accordance with the applicable sections of the Internal Revenue Code (IRC). The Plan has been amended since the date of the letter. The Plan Administrator believes that the Plan is designed and is currently being operated in compliance with the applicable requirements of the IRC and, therefore, believes that the Plan was qualified and the related trust was tax exempt as of the financial statement date.

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

NOTE 8 – RISKS AND UNCERTAINTIES

The Plan allows participants to invest in investment securities that are exposed to various risks such as interest rate, market, and credit risks. Due to the level of risk associated with the investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect participants' account balances and the amounts reported in the financial statements.

NOTE 9 – PROHIBITED TRANSACTIONS

During 2023, the Firm failed to remit to the Plan certain partners and principals contributions totaling $4,500 within the period prescribed by the Department of Labor regulations. The Firm remitted the late partner and principal contributions and related lost earnings of $127 in 2024. The late contributions are fully corrected under the Voluntary Fiduciary Correction Program.

SUPPLEMENTAL SCHEDULES
REQUIRED BY THE DEPARTMENT OF LABOR

MOSS ADAMS LLP PROFIT SHARING 401(k) PLAN-
PARTNERS AND PRINCIPALS

EIN: 91-0189318

Plan Number: 095

Schedule H, Line 4(a)

Schedule of Delinquent Participant Contributions

Year ended December 31, 2024

		Total that Constitute Nonexempt Prohibited Transactions			
Participant contributions transferred late to Plan	Check here if late participant loan repayments are included	Contributions not corrected	Contributions corrected outside Voluntary Fiduciary Correction Program (VFCP)	Contributions pending correction in Voluntary Fiduciary Correction Program (VFCP)	Total fully corrected under Voluntary Fiduciary Correction Program (VFCP) and prohibited transaction exemption 2002-51
$ 4,500					$ 4,500

MOSS ADAMS LLP PROFIT SHARING 401(k) PLAN-
PARTNERS AND PRINCIPALS

EIN: 91-0189318

Plan Number: 095

Schedule H, Line 4i

Schedule of Assets (Held at End of Year)

December 31, 2024

(a) Party-in-Interest	(b) Identity of issue, borrower, lessor or other similar party	(c) Description of investment including maturity date, rate of interest, collateral, par or maturity value	(e) Current value
	Vanguard:		
*	Institutional Index Fund	Mutual Fund	$ 94,117,236
*	Total Bond Market Index Fund	Mutual Fund	28,624,991
*	Mid-Cap Index Fund	Mutual Fund	24,679,931
*	Total International Stock Index Fund	Mutual Fund	22,744,196
*	Small-Cap Index Fund	Mutual Fund	13,029,832
*	Federal Money Market Fund	Mutual Fund	176,268
*	Retirement Savings Trust III Fund	Collective Trust	15,365,992
*	Target Retirement 2035 Trust II Fund	Collective Trust	28,732,799
*	Target Retirement 2030 Trust II Fund	Collective Trust	27,045,626
*	Target Retirement 2045 Trust II Fund	Collective Trust	25,362,132
*	Target Retirement 2040 Trust II Fund	Collective Trust	23,650,758
*	Target Retirement 2025 Trust II Fund	Collective Trust	17,477,605
*	Target Retirement 2050 Trust II Fund	Collective Trust	12,314,058
*	Target Retirement 2020 Trust II Fund	Collective Trust	5,741,419
*	Target Retirement Income Trust II Fund	Collective Trust	3,813,607
*	Target Retirement 2055 Trust II Fund	Collective Trust	2,261,827
*	Target Retirement 2060 Trust II Fund	Collective Trust	274,844
*	Target Retirement 2065 Trust II Fund	Collective Trust	28,719
	JP Morgan Large Cap Growth Fund	Mutual Fund	37,179,232
	American Funds EuroPacific Growth Fund	Mutual Fund	26,740,830
	Metropolitan West Total Return Bond Fund	Mutual Fund	21,657,402
	T. Rowe Price New Horizons Fund	Mutual Fund	20,756,085
	Dodge & Cox Stock Fund	Mutual Fund	18,399,140
	American Beacon Small Cap Value Fund	Mutual Fund	8,948,105
*	Notes receivable from participants	Mature through 2029, interest rates between 4.25%-9.5%	1,307,579

We put **people** first.

MOSS ADAMS LLP PROFIT SHARING 401(k) PLAN-PARTNERS AND PRINCIPALS

EIN: 91-0189318

Plan Number: 095

FINANCIAL STATEMENTS AND SUPPLEMENTAL SCHEDULES

December 31, 2024 and 2023

SweeneyConrad

CERTIFIED PUBLIC ACCOUNTANTS AND BUSINESS ADVISORS

MOSS ADAMS LLP PROFIT SHARING 401(k) PLAN-
PARTNERS AND PRINCIPALS

Financial Statements and Supplemental Schedules

December 31, 2024 and 2023

Index

INDEPENDENT AUDITORS' REPORT

To the 401(k) Committee of the
Moss Adams LLP Profit Sharing 401(k) Plan - Partners and Principals

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

We have performed audits of the accompanying financial statements of Moss Adams LLP Profit Sharing 401(k) Plan – Partners and Principals, an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) (ERISA Section 103(a)(3)(C) audit). The financial statements comprise the statements of net assets available for benefits as of December 31, 2024 and 2023, and the related statement of changes in net assets available for benefits for the year ended December 31, 2024, and the related notes to the financial statements.

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

Management has obtained certifications from a qualified institution as of December 31, 2024 and 2023, and for the year ended December 31, 2024, stating that the certified investment information, as described in Note 4 to the financial statements, is complete and accurate.

Opinion

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

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

Basis for Opinion

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

Responsibilities of Management for the Financial Statements

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

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about Moss Adams LLP Profit Sharing 401(k) Plan – Partners and Principals' ability to continue as a going concern for one year after the date the financial statements are available to be issued.

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

Auditors' Responsibilities for the Audit of the Financial Statements

Except as described in the Scope and Nature of the ERISA Section 103(a)(3)(C) Audit section of our report, our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if, there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of Moss Adams LLP Profit Sharing 401(k) Plan – Partners and Principals' internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about Moss Adams LLP Profit Sharing 401(k) Plan – Partners and Principals' ability to continue as a going concern for a reasonable period of time.

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

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

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

Supplemental Schedules Required by ERISA

The supplemental Schedule of Assets (Held at End of Year) and Schedule of Delinquent Participant Contributions as of or for the year ended December 31, 2024, 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 included in the supplemental schedules, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audits of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS. For information included in the supplemental schedules that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

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

Sweeney Conrad, P.S.

Sweeney Conrad, P.S.
Kirkland, Washington
October 8, 2025

MOSS ADAMS LLP PROFIT SHARING 401(k) PLAN-
PARTNERS AND PRINCIPALS

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	December 31, 2024	December 31, 2023
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Accrued expenses	130,370	61,941
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MOSS ADAMS LLP PROFIT SHARING 401(k) PLAN-
PARTNERS AND PRINCIPALS

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Net increase in net assets available for benefits	61,000,903
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Net assets available for benefits:	
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See accompanying notes to financial statements

NOTE 1 – DESCRIPTION OF THE PLAN

The Moss Adams LLP Profit Sharing 401(k) Plan - Partners and Principals (the Plan) was established effective January 1, 1989. The Plan has been amended and restated to comply with current legislation. The following description of the Plan provides only general information. Participants should refer to the Plan agreement for a more complete description of the Plan's provisions.

General

The Plan is a defined contribution profit-sharing plan covering all partners and principals of Moss Adams LLP (the Firm) and its affiliates. Effective January 1, 2021, the Plan specifically excludes Moss Adams (India) LLP. Effective December 13, 2024, the Plan specifically excludes Yurgosky Consulting Limited LLC.

Partners and principals are immediately eligible to make contributions under a salary deferral arrangement pursuant to section 401(k) of the Internal Revenue Code. Partners and principals are enrolled in the profit sharing portion of the Plan on January 1 or July 1 following their date of hire. Partners and principals hired in connection with a combination, merger, or acquisition are enrolled on the effective date of the combination, merger, or acquisition. New partners and principals transferred to this plan from the 401(k) Profit Sharing Plan for Employees of Moss Adams LLP & Affiliates (Employee Plan), are enrolled in the profit sharing portion of the Plan upon transfer.

The Plan is integrated with Social Security and is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA). The 401(k) Committee (the Plan Administrator) is responsible for oversight of the Plan. The 401(k) Committee determines the appropriateness of the Plan’s investment offerings and monitors investment performance.

The trustee is Vanguard Fiduciary Trust Company (VFTC), and the third party record keeper is Vanguard Group, Inc. (Vanguard). The Plan is part of a bundled service arrangement through Vanguard with various investment options.

NOTE 1 – DESCRIPTION OF THE PLAN (continued)

Contributions

Participants may elect to defer up to 90% of their eligible compensation, within statutory limits. Participants who have attained age 50 before the end of the Plan year are eligible to make catch-up contributions. Participants may contribute after-tax voluntary nondeductible contributions up to $14,950 of eligible compensation in 2024, and at the participants' election, these contributions may be immediately converted to Roth funds. Participants may also contribute amounts representing distributions from other qualified plans. In addition, eligible participants are required to contribute 6% of eligible compensation if under age 46 and 9% if age 46 or older to the profit sharing portion of the Plan. Contributions are remitted to the Plan when amounts are withheld from partner and principal draws. Participant deferral contributions are funded by December 31 each year. Profit sharing contributions are funded by September 15 of the following year. All contributions are fully vested.

Participant Accounts

Individual participant accounts are maintained by Vanguard. Each account is credited or charged with the participant's contribution, allocations of the profit sharing contribution and investment income and losses on the individual account balances, and administrative expenses, if any. Distribution and loan administration fees are charged by Vanguard and deducted from the respective participants' benefit payments and loans. Allocations are based on participant compensation, account balances, or specific participant transactions, as defined in the Plan document. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

Investment Options

Participants direct contributions among various mutual funds and collective trusts.

Notes Receivable from Participants

Participants may borrow from their accounts a minimum of $1,000, up to the lesser of $50,000 or 50% of their account balances. Terms of the notes receivable may not exceed five years. The notes receivable are secured by the balance in the participant's account and bear interest at the Reuters prime rate plus 1% at the time of loan issuance, as determined by the Plan Administrator. Interest rates are between 4.25% and 9.5% for receivables outstanding at December 31, 2024 with various maturity dates through 2029. Principal and interest are paid ratably through partner and principal draw deductions.

Payment of Benefits

Upon retirement, termination, death, or disability, the Plan participant or beneficiary may elect to receive an amount equal to the value of their account in a lump sum or in installments over a period of time, as described in the Plan document. If the participant account balance is less than or equal to $1,000, the participant will receive a lump sum payment, and if the participant account balance is greater than $1,000 but less than $7,000, the participant will receive a direct rollover to an individual retirement account, as described in the Plan document. Under certain hardship circumstances or attainment of age 59 ½, participants may request a lump-sum distribution of a portion of their account balances prior to retirement.

NOTE 1 – DESCRIPTION OF THE PLAN (continued)

Subsequent Events

The Plan has evaluated subsequent events through October 8, 2025, the date the financial statements were available to be issued.

Subsequent to year end, in June 2025, the Firm completed a merger with another entity. As such, the Firm elected to terminate the Plan effective June 1, 2025. The Firm intends to liquidate the Plan during 2025 and distribute the Plan's remaining account balances in accordance with plan provisions.

NOTE 2 – SIGNIFICANT ACCOUNTING POLICIES

The following are the significant accounting policies used by the Plan:

Basis of Accounting

The financial statements of the Plan are prepared on the accrual basis of accounting 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 management to make estimates and assumptions that affect certain reported amounts and disclosures. Actual results could differ from those estimates.

Investment Valuation and Income Recognition

Investments are reported at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. The Plan Administrator determines the Plan's valuation policies utilizing information provided by the investment advisor and record keeper. See Note 3 for discussion of fair value measurements.

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

Notes Receivable from Participants

Notes receivable from participants are measured at their unpaid principal balances plus accrued but unpaid interest, if any. Related fees are deducted from the borrower's account, recorded as administrative expenses, and expensed when they are incurred. No allowance for credit losses has been recorded as of December 31, 2024 and 2023. If a participant ceases to make loan repayments and the Plan Administrator deems the participant loan to be in default, the participant loan balance is reduced and a benefit payment to the participant is recorded for the amount of the unpaid loan and any accrued but unpaid interest.

NOTE 2 – SIGNIFICANT ACCOUNTING POLICIES (continued)

Payment of Benefits

Benefits are recorded when paid.

Plan Expenses

Certain expenses of maintaining the Plan are paid by the Plan, unless otherwise paid by the Firm. For expenses paid by the Firm, the Firm submits requests for reimbursement from the plan revenue account. Fees for individual transactions such as distributions and loans are deducted from the respective participant's account prior to determination of the amount eligible for borrowing or distribution. Investment related expenses, and revenue sharing credits, are included in net appreciation or depreciation in fair value of investments. Participants' accounts are charged a quarterly fee for general administration of the Plan, which is transferred to the plan revenue account. On an annual basis, the Plan Administrator will assess the balance in the plan revenue account as compared to actual expenses and determine whether there is an excess or underage that should be rebated or charged to participant accounts.

NOTE 3 – FAIR VALUE MEASUREMENTS

GAAP establishes a framework for measuring fair value. That framework provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices for identical assets or liabilities in active markets that the Plan has the ability to access (level 1 measurements) and the lowest priority to unobservable inputs (level 3 measurements).

The asset or liability's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques maximize the use of relevant observable inputs and minimize the use of unobservable inputs.

Following is a description of the valuation methodologies used for assets measured at fair value. There have been no changes in the methodologies used at December 31, 2024 and 2023.

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

Collective trusts – Valued at the NAV of units of a collective trust. The NAV, as provided by the fund's trustee, is used as a practical expedient to estimate fair value. The NAV is based on the fair value of the underlying investments held by the fund less its liabilities. This practical expedient is not used when it is determined to be probable that the Plan will sell the investment for an amount different than the reported NAV. Participant transactions (purchases and sales) may occur daily. Were the Plan to initiate a full redemption of the collective trust, the investment advisor reserves the right to temporarily delay withdrawal from the trust for up to twelve months in order to ensure that securities liquidations will be carried out in an orderly business manner. There are no unfunded commitments to the collective trusts at December 31, 2024 and 2023.

NOTE 3 – FAIR VALUE MEASUREMENTS

The following table sets forth, by level within the fair value hierarchy, the Plan's assets at fair value as of December 31, 2024 and 2023:

	Assets at Fair Value as of December 31, 2024			
	Level 1	Level 2	Level 3	Total
Mutual funds	$ 317,053,248	$ -	$ -	$ 317,053,248
Total assets in the fair value hierarchy	317,053,248	-	-	317,053,248
Investments measured at net asset value (stable value and target date collective trust funds)				162,069,386
Investments at fair value	$ 317,053,248	$ -	$ -	$ 479,122,634

	Assets at Fair Value as of December 31, 2023			
	Level 1	Level 2	Level 3	Total
Mutual funds	$ 263,710,527	$ -	$ -	$ 263,710,527
Total assets in the fair value hierarchy	263,710,527	-	-	263,710,527
Investments measured at net asset value (stable value and target date collective trust funds)				144,830,276
Investments at fair value	$ 263,710,527	$ -	$ -	$ 408,540,803

NOTE 4 – CERTIFIED INVESTMENTS

Certain information related to investments and notes receivable from participants that is disclosed in the accompanying financial statements and ERISA-required supplemental schedule on page 13, including investments held and notes receivable from participants at December 31, 2024 and 2023, and net appreciation in fair value of investments, dividends, and interest on notes receivable from participants for the year ended December 31, 2024, was obtained by management and agreed to or derived from information certified as complete and accurate by Vanguard Fiduciary Trust Company, the trustee of the Plan.

NOTE 5 – RELATED PARTY AND PARTY IN INTEREST TRANSACTIONS

Certain Plan investments are managed by VFTC. Therefore, transactions with VFTC and its affiliates qualify as party-in-interest transactions. Fees are paid by the Plan to these parties for administrative services.

NOTE 6 – TRANSFER OF ASSETS ON BEHALF OF PARTNERS AND PRINCIPALS OF MOSS ADAMS LLP AND ITS AFFILIATES

During 2024, certain participants in the Employee Plan became eligible to participate in the Plan. Effective January 1, 2024, contributions for these participants began to be paid to the Plan. During 2024, accounts totaling approximately $9,692,000 of new partners and principals were transferred from the Employee Plan to the Plan.

NOTE 7 – INCOME TAX STATUS

The Internal Revenue Service (IRS) has determined and informed the Firm by a letter dated August 19, 2014, that the Plan and related trust are designed in accordance with the applicable sections of the Internal Revenue Code (IRC). The Plan has been amended since the date of the letter. The Plan Administrator believes that the Plan is designed and is currently being operated in compliance with the applicable requirements of the IRC and, therefore, believes that the Plan was qualified and the related trust was tax exempt as of the financial statement date.

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

NOTE 8 – RISKS AND UNCERTAINTIES

The Plan allows participants to invest in investment securities that are exposed to various risks such as interest rate, market, and credit risks. Due to the level of risk associated with the investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect participants' account balances and the amounts reported in the financial statements.

NOTE 9 – PROHIBITED TRANSACTIONS

During 2023, the Firm failed to remit to the Plan certain partners and principals contributions totaling $4,500 within the period prescribed by the Department of Labor regulations. The Firm remitted the late partner and principal contributions and related lost earnings of $127 in 2024. The late contributions are fully corrected under the Voluntary Fiduciary Correction Program.

SUPPLEMENTAL SCHEDULES
REQUIRED BY THE DEPARTMENT OF LABOR

MOSS ADAMS LLP PROFIT SHARING 401(k) PLAN-
PARTNERS AND PRINCIPALS

EIN: 91-0189318

Plan Number: 095

Schedule H, Line 4(a)

Schedule of Delinquent Participant Contributions

Year ended December 31, 2024

		Total that Constitute Nonexempt Prohibited Transactions			
Participant contributions transferred late to Plan	Check here if late participant loan repayments are included	Contributions not corrected	Contributions corrected outside Voluntary Fiduciary Correction Program (VFCP)	Contributions pending correction in Voluntary Fiduciary Correction Program (VFCP)	Total fully corrected under Voluntary Fiduciary Correction Program (VFCP) and prohibited transaction exemption 2002-51
$ 4,500					$ 4,500

MOSS ADAMS LLP PROFIT SHARING 401(k) PLAN-
PARTNERS AND PRINCIPALS

EIN: 91-0189318

Plan Number: 095

Schedule H, Line 4i

Schedule of Assets (Held at End of Year)

December 31, 2024

(a) Party-in-Interest	(b) Identity of issue, borrower, lessor or other similar party	(c) Description of investment including maturity date, rate of interest, collateral, par or maturity value	(e) Current value
	Vanguard:		
*	Institutional Index Fund	Mutual Fund	$ 94,117,236
*	Total Bond Market Index Fund	Mutual Fund	28,624,991
*	Mid-Cap Index Fund	Mutual Fund	24,679,931
*	Total International Stock Index Fund	Mutual Fund	22,744,196
*	Small-Cap Index Fund	Mutual Fund	13,029,832
*	Federal Money Market Fund	Mutual Fund	176,268
*	Retirement Savings Trust III Fund	Collective Trust	15,365,992
*	Target Retirement 2035 Trust II Fund	Collective Trust	28,732,799
*	Target Retirement 2030 Trust II Fund	Collective Trust	27,045,626
*	Target Retirement 2045 Trust II Fund	Collective Trust	25,362,132
*	Target Retirement 2040 Trust II Fund	Collective Trust	23,650,758
*	Target Retirement 2025 Trust II Fund	Collective Trust	17,477,605
*	Target Retirement 2050 Trust II Fund	Collective Trust	12,314,058
*	Target Retirement 2020 Trust II Fund	Collective Trust	5,741,419
*	Target Retirement Income Trust II Fund	Collective Trust	3,813,607
*	Target Retirement 2055 Trust II Fund	Collective Trust	2,261,827
*	Target Retirement 2060 Trust II Fund	Collective Trust	274,844
*	Target Retirement 2065 Trust II Fund	Collective Trust	28,719
	JP Morgan Large Cap Growth Fund	Mutual Fund	37,179,232
	American Funds EuroPacific Growth Fund	Mutual Fund	26,740,830
	Metropolitan West Total Return Bond Fund	Mutual Fund	21,657,402
	T. Rowe Price New Horizons Fund	Mutual Fund	20,756,085
	Dodge & Cox Stock Fund	Mutual Fund	18,399,140
	American Beacon Small Cap Value Fund	Mutual Fund	8,948,105
*	Notes receivable from participants	Mature through 2029, interest rates between 4.25%-9.5%	1,307,579

We put people first.

MOSS ADAMS LLP PROFIT SHARING 401(k) PLAN-PARTNERS AND PRINCIPALS

EIN: 91-0189318

Plan Number: 095

FINANCIAL STATEMENTS AND SUPPLEMENTAL SCHEDULES

December 31, 2024 and 2023

SweeneyConrad

CERTIFIED PUBLIC ACCOUNTANTS AND BUSINESS ADVISORS

MOSS ADAMS LLP PROFIT SHARING 401(k) PLAN-
PARTNERS AND PRINCIPALS
Financial Statements and Supplemental Schedules
December 31, 2024 and 2023

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INDEPENDENT AUDITORS' REPORT

To the 401(k) Committee of the
Moss Adams LLP Profit Sharing 401(k) Plan - Partners and Principals

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

We have performed audits of the accompanying financial statements of Moss Adams LLP Profit Sharing 401(k) Plan – Partners and Principals, an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) (ERISA Section 103(a)(3)(C) audit). The financial statements comprise the statements of net assets available for benefits as of December 31, 2024 and 2023, and the related statement of changes in net assets available for benefits for the year ended December 31, 2024, and the related notes to the financial statements.

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

Management has obtained certifications from a qualified institution as of December 31, 2024 and 2023, and for the year ended December 31, 2024, stating that the certified investment information, as described in Note 4 to the financial statements, is complete and accurate.

Opinion

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

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

Basis for Opinion

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

Responsibilities of Management for the Financial Statements

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

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about Moss Adams LLP Profit Sharing 401(k) Plan – Partners and Principals' ability to continue as a going concern for one year after the date the financial statements are available to be issued.

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

Auditors' Responsibilities for the Audit of the Financial Statements

Except as described in the Scope and Nature of the ERISA Section 103(a)(3)(C) Audit section of our report, our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if, there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of Moss Adams LLP Profit Sharing 401(k) Plan – Partners and Principals' internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about Moss Adams LLP Profit Sharing 401(k) Plan – Partners and Principals' ability to continue as a going concern for a reasonable period of time.

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

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

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

Supplemental Schedules Required by ERISA

The supplemental Schedule of Assets (Held at End of Year) and Schedule of Delinquent Participant Contributions as of or for the year ended December 31, 2024, 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 included in the supplemental schedules, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audits of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS. For information included in the supplemental schedules that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

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

Sweeney Conrad, P.S.

Sweeney Conrad, P.S.
Kirkland, Washington
October 8, 2025

MOSS ADAMS LLP PROFIT SHARING 401(k) PLAN-
PARTNERS AND PRINCIPALS

Statements of Net Assets Available for Benefits

	December 31, 2024	December 31, 2023
ASSETS		
Investments at fair value	$ 479,122,634	$ 408,540,803
Receivables:		
Notes receivable from participants	1,307,579	1,104,599
Profit sharing contributions	85,441	109,266
Total receivables	1,393,020	1,213,865
Total assets	480,515,654	409,754,668
LIABILITIES		
Accrued expenses	130,370	61,941
Total liabilities	130,370	61,941
Net assets available for benefits	$ 480,385,284	$ 409,692,727

See accompanying notes to financial statements

MOSS ADAMS LLP PROFIT SHARING 401(k) PLAN-
PARTNERS AND PRINCIPALS

Statement of Changes in Net Assets Available for Benefits

Year ended December 31, 2024

Investment income:	
Net appreciation in fair value of investments	$ 43,581,582
Dividends	11,289,205
Total investment income	54,870,787
Interest on notes receivable	81,820
Contributions:	
Profit sharing contributions	11,004,012
Participant deferrals	12,019,729
Total contributions	23,023,741
Deductions:	
Benefits paid to participants	16,717,325
Plan expenses	258,120
Total deductions	16,975,445
Net increase in net assets available for benefits	61,000,903
Transfer of assets from Employee Plan	9,691,654
Net assets available for benefits:	
Beginning of the year	409,692,727
End of the year	$ 480,385,284

NOTE 1 – DESCRIPTION OF THE PLAN

The Moss Adams LLP Profit Sharing 401(k) Plan - Partners and Principals (the Plan) was established effective January 1, 1989. The Plan has been amended and restated to comply with current legislation. The following description of the Plan provides only general information. Participants should refer to the Plan agreement for a more complete description of the Plan's provisions.

General

The Plan is a defined contribution profit-sharing plan covering all partners and principals of Moss Adams LLP (the Firm) and its affiliates. Effective January 1, 2021, the Plan specifically excludes Moss Adams (India) LLP. Effective December 13, 2024, the Plan specifically excludes Yurgosky Consulting Limited LLC.

Partners and principals are immediately eligible to make contributions under a salary deferral arrangement pursuant to section 401(k) of the Internal Revenue Code. Partners and principals are enrolled in the profit sharing portion of the Plan on January 1 or July 1 following their date of hire. Partners and principals hired in connection with a combination, merger, or acquisition are enrolled on the effective date of the combination, merger, or acquisition. New partners and principals transferred to this plan from the 401(k) Profit Sharing Plan for Employees of Moss Adams LLP & Affiliates (Employee Plan), are enrolled in the profit sharing portion of the Plan upon transfer.

The Plan is integrated with Social Security and is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA). The 401(k) Committee (the Plan Administrator) is responsible for oversight of the Plan. The 401(k) Committee determines the appropriateness of the Plan’s investment offerings and monitors investment performance.

The trustee is Vanguard Fiduciary Trust Company (VFTC), and the third party record keeper is Vanguard Group, Inc. (Vanguard). The Plan is part of a bundled service arrangement through Vanguard with various investment options.

NOTE 1 – DESCRIPTION OF THE PLAN (continued)

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Participants may elect to defer up to 90% of their eligible compensation, within statutory limits. Participants who have attained age 50 before the end of the Plan year are eligible to make catch-up contributions. Participants may contribute after-tax voluntary nondeductible contributions up to $14,950 of eligible compensation in 2024, and at the participants' election, these contributions may be immediately converted to Roth funds. Participants may also contribute amounts representing distributions from other qualified plans. In addition, eligible participants are required to contribute 6% of eligible compensation if under age 46 and 9% if age 46 or older to the profit sharing portion of the Plan. Contributions are remitted to the Plan when amounts are withheld from partner and principal draws. Participant deferral contributions are funded by December 31 each year. Profit sharing contributions are funded by September 15 of the following year. All contributions are fully vested.

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NOTE 1 – DESCRIPTION OF THE PLAN (continued)

Subsequent Events

The Plan has evaluated subsequent events through October 8, 2025, the date the financial statements were available to be issued.

Subsequent to year end, in June 2025, the Firm completed a merger with another entity. As such, the Firm elected to terminate the Plan effective June 1, 2025. The Firm intends to liquidate the Plan during 2025 and distribute the Plan's remaining account balances in accordance with plan provisions.

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The following are the significant accounting policies used by the Plan:

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The financial statements of the Plan are prepared on the accrual basis of accounting in accordance with accounting principles generally accepted in the United States of America (GAAP).

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Investments are reported at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. The Plan Administrator determines the Plan's valuation policies utilizing information provided by the investment advisor and record keeper. See Note 3 for discussion of fair value measurements.

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

Notes Receivable from Participants

Notes receivable from participants are measured at their unpaid principal balances plus accrued but unpaid interest, if any. Related fees are deducted from the borrower's account, recorded as administrative expenses, and expensed when they are incurred. No allowance for credit losses has been recorded as of December 31, 2024 and 2023. If a participant ceases to make loan repayments and the Plan Administrator deems the participant loan to be in default, the participant loan balance is reduced and a benefit payment to the participant is recorded for the amount of the unpaid loan and any accrued but unpaid interest.

NOTE 2 – SIGNIFICANT ACCOUNTING POLICIES (continued)

Payment of Benefits

Benefits are recorded when paid.

Plan Expenses

Certain expenses of maintaining the Plan are paid by the Plan, unless otherwise paid by the Firm. For expenses paid by the Firm, the Firm submits requests for reimbursement from the plan revenue account. Fees for individual transactions such as distributions and loans are deducted from the respective participant's account prior to determination of the amount eligible for borrowing or distribution. Investment related expenses, and revenue sharing credits, are included in net appreciation or depreciation in fair value of investments. Participants' accounts are charged a quarterly fee for general administration of the Plan, which is transferred to the plan revenue account. On an annual basis, the Plan Administrator will assess the balance in the plan revenue account as compared to actual expenses and determine whether there is an excess or underage that should be rebated or charged to participant accounts.

NOTE 3 – FAIR VALUE MEASUREMENTS

GAAP establishes a framework for measuring fair value. That framework provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices for identical assets or liabilities in active markets that the Plan has the ability to access (level 1 measurements) and the lowest priority to unobservable inputs (level 3 measurements).

The asset or liability's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques maximize the use of relevant observable inputs and minimize the use of unobservable inputs.

Following is a description of the valuation methodologies used for assets measured at fair value. There have been no changes in the methodologies used at December 31, 2024 and 2023.

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

Collective trusts – Valued at the NAV of units of a collective trust. The NAV, as provided by the fund's trustee, is used as a practical expedient to estimate fair value. The NAV is based on the fair value of the underlying investments held by the fund less its liabilities. This practical expedient is not used when it is determined to be probable that the Plan will sell the investment for an amount different than the reported NAV. Participant transactions (purchases and sales) may occur daily. Were the Plan to initiate a full redemption of the collective trust, the investment advisor reserves the right to temporarily delay withdrawal from the trust for up to twelve months in order to ensure that securities liquidations will be carried out in an orderly business manner. There are no unfunded commitments to the collective trusts at December 31, 2024 and 2023.

NOTE 3 – FAIR VALUE MEASUREMENTS

The following table sets forth, by level within the fair value hierarchy, the Plan's assets at fair value as of December 31, 2024 and 2023:

	Assets at Fair Value as of December 31, 2024			
	Level 1	Level 2	Level 3	Total
Mutual funds	$ 317,053,248	$ -	$ -	$ 317,053,248
Total assets in the fair value hierarchy	317,053,248	-	-	317,053,248
Investments measured at net asset value (stable value and target date collective trust funds)				162,069,386
Investments at fair value	$ 317,053,248	$ -	$ -	$ 479,122,634

	Assets at Fair Value as of December 31, 2023			
	Level 1	Level 2	Level 3	Total
Mutual funds	$ 263,710,527	$ -	$ -	$ 263,710,527
Total assets in the fair value hierarchy	263,710,527	-	-	263,710,527
Investments measured at net asset value (stable value and target date collective trust funds)				144,830,276
Investments at fair value	$ 263,710,527	$ -	$ -	$ 408,540,803

NOTE 4 – CERTIFIED INVESTMENTS

Certain information related to investments and notes receivable from participants that is disclosed in the accompanying financial statements and ERISA-required supplemental schedule on page 13, including investments held and notes receivable from participants at December 31, 2024 and 2023, and net appreciation in fair value of investments, dividends, and interest on notes receivable from participants for the year ended December 31, 2024, was obtained by management and agreed to or derived from information certified as complete and accurate by Vanguard Fiduciary Trust Company, the trustee of the Plan.

NOTE 5 – RELATED PARTY AND PARTY IN INTEREST TRANSACTIONS

Certain Plan investments are managed by VFTC. Therefore, transactions with VFTC and its affiliates qualify as party-in-interest transactions. Fees are paid by the Plan to these parties for administrative services.

NOTE 6 – TRANSFER OF ASSETS ON BEHALF OF PARTNERS AND PRINCIPALS OF MOSS ADAMS LLP AND ITS AFFILIATES

During 2024, certain participants in the Employee Plan became eligible to participate in the Plan. Effective January 1, 2024, contributions for these participants began to be paid to the Plan. During 2024, accounts totaling approximately $9,692,000 of new partners and principals were transferred from the Employee Plan to the Plan.

NOTE 7 – INCOME TAX STATUS

The Internal Revenue Service (IRS) has determined and informed the Firm by a letter dated August 19, 2014, that the Plan and related trust are designed in accordance with the applicable sections of the Internal Revenue Code (IRC). The Plan has been amended since the date of the letter. The Plan Administrator believes that the Plan is designed and is currently being operated in compliance with the applicable requirements of the IRC and, therefore, believes that the Plan was qualified and the related trust was tax exempt as of the financial statement date.

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

NOTE 8 – RISKS AND UNCERTAINTIES

The Plan allows participants to invest in investment securities that are exposed to various risks such as interest rate, market, and credit risks. Due to the level of risk associated with the investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect participants' account balances and the amounts reported in the financial statements.

NOTE 9 – PROHIBITED TRANSACTIONS

During 2023, the Firm failed to remit to the Plan certain partners and principals contributions totaling $4,500 within the period prescribed by the Department of Labor regulations. The Firm remitted the late partner and principal contributions and related lost earnings of $127 in 2024. The late contributions are fully corrected under the Voluntary Fiduciary Correction Program.

SUPPLEMENTAL SCHEDULES
REQUIRED BY THE DEPARTMENT OF LABOR

MOSS ADAMS LLP PROFIT SHARING 401(k) PLAN-
PARTNERS AND PRINCIPALS

EIN: 91-0189318

Plan Number: 095

Schedule H, Line 4(a)

Schedule of Delinquent Participant Contributions

Year ended December 31, 2024

		Total that Constitute Nonexempt Prohibited Transactions			
Participant contributions transferred late to Plan	Check here if late participant loan repayments are included	Contributions not corrected	Contributions corrected outside Voluntary Fiduciary Correction Program (VFCP)	Contributions pending correction in Voluntary Fiduciary Correction Program (VFCP)	Total fully corrected under Voluntary Fiduciary Correction Program (VFCP) and prohibited transaction exemption 2002-51
$ 4,500					$ 4,500

MOSS ADAMS LLP PROFIT SHARING 401(k) PLAN-
PARTNERS AND PRINCIPALS

EIN: 91-0189318

Plan Number: 095

Schedule H, Line 4i

Schedule of Assets (Held at End of Year)

December 31, 2024

(a) Party-in-Interest	(b) Identity of issue, borrower, lessor or other similar party	(c) Description of investment including maturity date, rate of interest, collateral, par or maturity value	(e) Current value
	Vanguard:		
*	Institutional Index Fund	Mutual Fund	$ 94,117,236
*	Total Bond Market Index Fund	Mutual Fund	28,624,991
*	Mid-Cap Index Fund	Mutual Fund	24,679,931
*	Total International Stock Index Fund	Mutual Fund	22,744,196
*	Small-Cap Index Fund	Mutual Fund	13,029,832
*	Federal Money Market Fund	Mutual Fund	176,268
*	Retirement Savings Trust III Fund	Collective Trust	15,365,992
*	Target Retirement 2035 Trust II Fund	Collective Trust	28,732,799
*	Target Retirement 2030 Trust II Fund	Collective Trust	27,045,626
*	Target Retirement 2045 Trust II Fund	Collective Trust	25,362,132
*	Target Retirement 2040 Trust II Fund	Collective Trust	23,650,758
*	Target Retirement 2025 Trust II Fund	Collective Trust	17,477,605
*	Target Retirement 2050 Trust II Fund	Collective Trust	12,314,058
*	Target Retirement 2020 Trust II Fund	Collective Trust	5,741,419
*	Target Retirement Income Trust II Fund	Collective Trust	3,813,607
*	Target Retirement 2055 Trust II Fund	Collective Trust	2,261,827
*	Target Retirement 2060 Trust II Fund	Collective Trust	274,844
*	Target Retirement 2065 Trust II Fund	Collective Trust	28,719
	JP Morgan Large Cap Growth Fund	Mutual Fund	37,179,232
	American Funds EuroPacific Growth Fund	Mutual Fund	26,740,830
	Metropolitan West Total Return Bond Fund	Mutual Fund	21,657,402
	T. Rowe Price New Horizons Fund	Mutual Fund	20,756,085
	Dodge & Cox Stock Fund	Mutual Fund	18,399,140
	American Beacon Small Cap Value Fund	Mutual Fund	8,948,105
*	Notes receivable from participants	Mature through 2029, interest rates between 4.25%-9.5%	1,307,579

We put people first.

Sweeney Conrad, P.S. 10210 NE Points Drive Suite 300 Kirkland WA 98033 p 425.629.1990 f 425.629.1999 sweeneyconrad.com

MOSS ADAMS LLP PROFIT SHARING 401(k) PLAN-PARTNERS AND PRINCIPALS

EIN: 91-0189318

Plan Number: 095

FINANCIAL STATEMENTS AND SUPPLEMENTAL SCHEDULES

December 31, 2024 and 2023

SweeneyConrad

CERTIFIED PUBLIC ACCOUNTANTS AND BUSINESS ADVISORS

MOSS ADAMS LLP PROFIT SHARING 401(k) PLAN-
PARTNERS AND PRINCIPALS
Financial Statements and Supplemental Schedules
December 31, 2024 and 2023

Index

INDEPENDENT AUDITORS' REPORT

To the 401(k) Committee of the
Moss Adams LLP Profit Sharing 401(k) Plan - Partners and Principals

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

We have performed audits of the accompanying financial statements of Moss Adams LLP Profit Sharing 401(k) Plan – Partners and Principals, an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) (ERISA Section 103(a)(3)(C) audit). The financial statements comprise the statements of net assets available for benefits as of December 31, 2024 and 2023, and the related statement of changes in net assets available for benefits for the year ended December 31, 2024, and the related notes to the financial statements.

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

Management has obtained certifications from a qualified institution as of December 31, 2024 and 2023, and for the year ended December 31, 2024, stating that the certified investment information, as described in Note 4 to the financial statements, is complete and accurate.

Opinion

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

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

Basis for Opinion

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

Responsibilities of Management for the Financial Statements

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

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about Moss Adams LLP Profit Sharing 401(k) Plan – Partners and Principals' ability to continue as a going concern for one year after the date the financial statements are available to be issued.

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

Auditors' Responsibilities for the Audit of the Financial Statements

Except as described in the Scope and Nature of the ERISA Section 103(a)(3)(C) Audit section of our report, our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if, there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of Moss Adams LLP Profit Sharing 401(k) Plan – Partners and Principals' internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about Moss Adams LLP Profit Sharing 401(k) Plan – Partners and Principals' ability to continue as a going concern for a reasonable period of time.

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

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

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

Supplemental Schedules Required by ERISA

The supplemental Schedule of Assets (Held at End of Year) and Schedule of Delinquent Participant Contributions as of or for the year ended December 31, 2024, 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 included in the supplemental schedules, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audits of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS. For information included in the supplemental schedules that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

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

Sweeney Conrad, P.S.

Sweeney Conrad, P.S.
Kirkland, Washington
October 8, 2025

MOSS ADAMS LLP PROFIT SHARING 401(k) PLAN-
PARTNERS AND PRINCIPALS

Statements of Net Assets Available for Benefits

	December 31, 2024	December 31, 2023
ASSETS		
Investments at fair value	$ 479,122,634	$ 408,540,803
Receivables:		
Notes receivable from participants	1,307,579	1,104,599
Profit sharing contributions	85,441	109,266
Total receivables	1,393,020	1,213,865
Total assets	480,515,654	409,754,668
LIABILITIES		
Accrued expenses	130,370	61,941
Total liabilities	130,370	61,941
Net assets available for benefits	$ 480,385,284	$ 409,692,727

See accompanying notes to financial statements

MOSS ADAMS LLP PROFIT SHARING 401(k) PLAN-
PARTNERS AND PRINCIPALS

Statement of Changes in Net Assets Available for Benefits

Year ended December 31, 2024

Investment income:	
Net appreciation in fair value of investments	$ 43,581,582
Dividends	11,289,205
Total investment income	54,870,787
Interest on notes receivable	81,820
Contributions:	
Profit sharing contributions	11,004,012
Participant deferrals	12,019,729
Total contributions	23,023,741
Deductions:	
Benefits paid to participants	16,717,325
Plan expenses	258,120
Total deductions	16,975,445
Net increase in net assets available for benefits	61,000,903
Transfer of assets from Employee Plan	9,691,654
Net assets available for benefits:	
Beginning of the year	409,692,727
End of the year	$ 480,385,284

See accompanying notes to financial statements

NOTE 1 – DESCRIPTION OF THE PLAN

The Moss Adams LLP Profit Sharing 401(k) Plan - Partners and Principals (the Plan) was established effective January 1, 1989. The Plan has been amended and restated to comply with current legislation. The following description of the Plan provides only general information. Participants should refer to the Plan agreement for a more complete description of the Plan's provisions.

General

The Plan is a defined contribution profit-sharing plan covering all partners and principals of Moss Adams LLP (the Firm) and its affiliates. Effective January 1, 2021, the Plan specifically excludes Moss Adams (India) LLP. Effective December 13, 2024, the Plan specifically excludes Yurgosky Consulting Limited LLC.

Partners and principals are immediately eligible to make contributions under a salary deferral arrangement pursuant to section 401(k) of the Internal Revenue Code. Partners and principals are enrolled in the profit sharing portion of the Plan on January 1 or July 1 following their date of hire. Partners and principals hired in connection with a combination, merger, or acquisition are enrolled on the effective date of the combination, merger, or acquisition. New partners and principals transferred to this plan from the 401(k) Profit Sharing Plan for Employees of Moss Adams LLP & Affiliates (Employee Plan), are enrolled in the profit sharing portion of the Plan upon transfer.

The Plan is integrated with Social Security and is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA). The 401(k) Committee (the Plan Administrator) is responsible for oversight of the Plan. The 401(k) Committee determines the appropriateness of the Plan’s investment offerings and monitors investment performance.

The trustee is Vanguard Fiduciary Trust Company (VFTC), and the third party record keeper is Vanguard Group, Inc. (Vanguard). The Plan is part of a bundled service arrangement through Vanguard with various investment options.

NOTE 1 – DESCRIPTION OF THE PLAN (continued)

Contributions

Participants may elect to defer up to 90% of their eligible compensation, within statutory limits. Participants who have attained age 50 before the end of the Plan year are eligible to make catch-up contributions. Participants may contribute after-tax voluntary nondeductible contributions up to $14,950 of eligible compensation in 2024, and at the participants' election, these contributions may be immediately converted to Roth funds. Participants may also contribute amounts representing distributions from other qualified plans. In addition, eligible participants are required to contribute 6% of eligible compensation if under age 46 and 9% if age 46 or older to the profit sharing portion of the Plan. Contributions are remitted to the Plan when amounts are withheld from partner and principal draws. Participant deferral contributions are funded by December 31 each year. Profit sharing contributions are funded by September 15 of the following year. All contributions are fully vested.

Participant Accounts

Individual participant accounts are maintained by Vanguard. Each account is credited or charged with the participant's contribution, allocations of the profit sharing contribution and investment income and losses on the individual account balances, and administrative expenses, if any. Distribution and loan administration fees are charged by Vanguard and deducted from the respective participants' benefit payments and loans. Allocations are based on participant compensation, account balances, or specific participant transactions, as defined in the Plan document. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

Investment Options

Participants direct contributions among various mutual funds and collective trusts.

Notes Receivable from Participants

Participants may borrow from their accounts a minimum of $1,000, up to the lesser of $50,000 or 50% of their account balances. Terms of the notes receivable may not exceed five years. The notes receivable are secured by the balance in the participant's account and bear interest at the Reuters prime rate plus 1% at the time of loan issuance, as determined by the Plan Administrator. Interest rates are between 4.25% and 9.5% for receivables outstanding at December 31, 2024 with various maturity dates through 2029. Principal and interest are paid ratably through partner and principal draw deductions.

Payment of Benefits

Upon retirement, termination, death, or disability, the Plan participant or beneficiary may elect to receive an amount equal to the value of their account in a lump sum or in installments over a period of time, as described in the Plan document. If the participant account balance is less than or equal to $1,000, the participant will receive a lump sum payment, and if the participant account balance is greater than $1,000 but less than $7,000, the participant will receive a direct rollover to an individual retirement account, as described in the Plan document. Under certain hardship circumstances or attainment of age 59 ½, participants may request a lump-sum distribution of a portion of their account balances prior to retirement.

NOTE 1 – DESCRIPTION OF THE PLAN (continued)

Subsequent Events

The Plan has evaluated subsequent events through October 8, 2025, the date the financial statements were available to be issued.

Subsequent to year end, in June 2025, the Firm completed a merger with another entity. As such, the Firm elected to terminate the Plan effective June 1, 2025. The Firm intends to liquidate the Plan during 2025 and distribute the Plan's remaining account balances in accordance with plan provisions.

NOTE 2 – SIGNIFICANT ACCOUNTING POLICIES

The following are the significant accounting policies used by the Plan:

Basis of Accounting

The financial statements of the Plan are prepared on the accrual basis of accounting 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 management to make estimates and assumptions that affect certain reported amounts and disclosures. Actual results could differ from those estimates.

Investment Valuation and Income Recognition

Investments are reported at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. The Plan Administrator determines the Plan's valuation policies utilizing information provided by the investment advisor and record keeper. See Note 3 for discussion of fair value measurements.

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

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Notes receivable from participants are measured at their unpaid principal balances plus accrued but unpaid interest, if any. Related fees are deducted from the borrower's account, recorded as administrative expenses, and expensed when they are incurred. No allowance for credit losses has been recorded as of December 31, 2024 and 2023. If a participant ceases to make loan repayments and the Plan Administrator deems the participant loan to be in default, the participant loan balance is reduced and a benefit payment to the participant is recorded for the amount of the unpaid loan and any accrued but unpaid interest.

NOTE 2 – SIGNIFICANT ACCOUNTING POLICIES (continued)

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Benefits are recorded when paid.

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Certain expenses of maintaining the Plan are paid by the Plan, unless otherwise paid by the Firm. For expenses paid by the Firm, the Firm submits requests for reimbursement from the plan revenue account. Fees for individual transactions such as distributions and loans are deducted from the respective participant's account prior to determination of the amount eligible for borrowing or distribution. Investment related expenses, and revenue sharing credits, are included in net appreciation or depreciation in fair value of investments. Participants' accounts are charged a quarterly fee for general administration of the Plan, which is transferred to the plan revenue account. On an annual basis, the Plan Administrator will assess the balance in the plan revenue account as compared to actual expenses and determine whether there is an excess or underage that should be rebated or charged to participant accounts.

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GAAP establishes a framework for measuring fair value. That framework provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices for identical assets or liabilities in active markets that the Plan has the ability to access (level 1 measurements) and the lowest priority to unobservable inputs (level 3 measurements).

The asset or liability's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques maximize the use of relevant observable inputs and minimize the use of unobservable inputs.

Following is a description of the valuation methodologies used for assets measured at fair value. There have been no changes in the methodologies used at December 31, 2024 and 2023.

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

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NOTE 3 – FAIR VALUE MEASUREMENTS

The following table sets forth, by level within the fair value hierarchy, the Plan's assets at fair value as of December 31, 2024 and 2023:

	Assets at Fair Value as of December 31, 2024			
	Level 1	Level 2	Level 3	Total
Mutual funds	$ 317,053,248	$ -	$ -	$ 317,053,248
Total assets in the fair value hierarchy	317,053,248	-	-	317,053,248
Investments measured at net asset value (stable value and target date collective trust funds)				162,069,386
Investments at fair value	$ 317,053,248	$ -	$ -	$ 479,122,634

	Assets at Fair Value as of December 31, 2023			
	Level 1	Level 2	Level 3	Total
Mutual funds	$ 263,710,527	$ -	$ -	$ 263,710,527
Total assets in the fair value hierarchy	263,710,527	-	-	263,710,527
Investments measured at net asset value (stable value and target date collective trust funds)				144,830,276
Investments at fair value	$ 263,710,527	$ -	$ -	$ 408,540,803

NOTE 4 – CERTIFIED INVESTMENTS

Certain information related to investments and notes receivable from participants that is disclosed in the accompanying financial statements and ERISA-required supplemental schedule on page 13, including investments held and notes receivable from participants at December 31, 2024 and 2023, and net appreciation in fair value of investments, dividends, and interest on notes receivable from participants for the year ended December 31, 2024, was obtained by management and agreed to or derived from information certified as complete and accurate by Vanguard Fiduciary Trust Company, the trustee of the Plan.

NOTE 5 – RELATED PARTY AND PARTY IN INTEREST TRANSACTIONS

Certain Plan investments are managed by VFTC. Therefore, transactions with VFTC and its affiliates qualify as party-in-interest transactions. Fees are paid by the Plan to these parties for administrative services.

NOTE 6 – TRANSFER OF ASSETS ON BEHALF OF PARTNERS AND PRINCIPALS OF MOSS ADAMS LLP AND ITS AFFILIATES

During 2024, certain participants in the Employee Plan became eligible to participate in the Plan. Effective January 1, 2024, contributions for these participants began to be paid to the Plan. During 2024, accounts totaling approximately $9,692,000 of new partners and principals were transferred from the Employee Plan to the Plan.

NOTE 7 – INCOME TAX STATUS

The Internal Revenue Service (IRS) has determined and informed the Firm by a letter dated August 19, 2014, that the Plan and related trust are designed in accordance with the applicable sections of the Internal Revenue Code (IRC). The Plan has been amended since the date of the letter. The Plan Administrator believes that the Plan is designed and is currently being operated in compliance with the applicable requirements of the IRC and, therefore, believes that the Plan was qualified and the related trust was tax exempt as of the financial statement date.

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

NOTE 8 – RISKS AND UNCERTAINTIES

The Plan allows participants to invest in investment securities that are exposed to various risks such as interest rate, market, and credit risks. Due to the level of risk associated with the investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect participants' account balances and the amounts reported in the financial statements.

NOTE 9 – PROHIBITED TRANSACTIONS

During 2023, the Firm failed to remit to the Plan certain partners and principals contributions totaling $4,500 within the period prescribed by the Department of Labor regulations. The Firm remitted the late partner and principal contributions and related lost earnings of $127 in 2024. The late contributions are fully corrected under the Voluntary Fiduciary Correction Program.

SUPPLEMENTAL SCHEDULES
REQUIRED BY THE DEPARTMENT OF LABOR

MOSS ADAMS LLP PROFIT SHARING 401(k) PLAN-
PARTNERS AND PRINCIPALS

EIN: 91-0189318

Plan Number: 095

Schedule H, Line 4(a)

Schedule of Delinquent Participant Contributions

Year ended December 31, 2024

		Total that Constitute Nonexempt Prohibited Transactions			
Participant contributions transferred late to Plan	Check here if late participant loan repayments are included	Contributions not corrected	Contributions corrected outside Voluntary Fiduciary Correction Program (VFCP)	Contributions pending correction in Voluntary Fiduciary Correction Program (VFCP)	Total fully corrected under Voluntary Fiduciary Correction Program (VFCP) and prohibited transaction exemption 2002-51
$ 4,500					$ 4,500

MOSS ADAMS LLP PROFIT SHARING 401(k) PLAN-
PARTNERS AND PRINCIPALS
EIN: 91-0189318
Plan Number: 095
Schedule H, Line 4i
Schedule of Assets (Held at End of Year)
December 31, 2024

(a) Party-in-Interest	(b) Identity of issue, borrower, lessor or other similar party	(c) Description of investment including maturity date, rate of interest, collateral, par or maturity value	(e) Current value
	Vanguard:		
*	Institutional Index Fund	Mutual Fund	$ 94,117,236
*	Total Bond Market Index Fund	Mutual Fund	28,624,991
*	Mid-Cap Index Fund	Mutual Fund	24,679,931
*	Total International Stock Index Fund	Mutual Fund	22,744,196
*	Small-Cap Index Fund	Mutual Fund	13,029,832
*	Federal Money Market Fund	Mutual Fund	176,268
*	Retirement Savings Trust III Fund	Collective Trust	15,365,992
*	Target Retirement 2035 Trust II Fund	Collective Trust	28,732,799
*	Target Retirement 2030 Trust II Fund	Collective Trust	27,045,626
*	Target Retirement 2045 Trust II Fund	Collective Trust	25,362,132
*	Target Retirement 2040 Trust II Fund	Collective Trust	23,650,758
*	Target Retirement 2025 Trust II Fund	Collective Trust	17,477,605
*	Target Retirement 2050 Trust II Fund	Collective Trust	12,314,058
*	Target Retirement 2020 Trust II Fund	Collective Trust	5,741,419
*	Target Retirement Income Trust II Fund	Collective Trust	3,813,607
*	Target Retirement 2055 Trust II Fund	Collective Trust	2,261,827
*	Target Retirement 2060 Trust II Fund	Collective Trust	274,844
*	Target Retirement 2065 Trust II Fund	Collective Trust	28,719
	JP Morgan Large Cap Growth Fund	Mutual Fund	37,179,232
	American Funds EuroPacific Growth Fund	Mutual Fund	26,740,830
	Metropolitan West Total Return Bond Fund	Mutual Fund	21,657,402
	T. Rowe Price New Horizons Fund	Mutual Fund	20,756,085
	Dodge & Cox Stock Fund	Mutual Fund	18,399,140
	American Beacon Small Cap Value Fund	Mutual Fund	8,948,105
*	Notes receivable from participants	Mature through 2029, interest rates between 4.25%-9.5%	1,307,579

We put people first.