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

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

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

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

Part II Basic Plan Information—enter all requested information

1a Name of plan
PROJECT WORLDWIDE, INC. EMPLOYEE STOCK OWNERSHIP PLAN

1b Three-digit plan number (PN) ▶ 003

1c Effective date of plan
01/01/2004

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)
PROJECT WORLDWIDE, INC.

1914 TAYLOR POINT
AUBURN HILLS, MI 48326

2b Employer Identification Number (EIN)
38-0695561

2c Plan Sponsor's telephone number
248-475-2500

2d Business code (see instructions)
541800

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.	10/13/2025	EVA-KATERINE MILLER
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE	Filed with authorized/valid electronic signature.	10/13/2025	EVA-KATERINE MILLER
	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**	2031
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)**	1284
a(2)	Total number of active participants at the end of the plan year	**6a(2)**	1313
b	Retired or separated participants receiving benefits	**6b**	169
c	Other retired or separated participants entitled to future benefits	**6c**	395
d	Subtotal. Add lines **6a(2)**, **6b**, and **6c**.	**6d**	1877
e	Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.	**6e**	3
f	Total. Add lines **6d** and **6e**.	**6f**	1880
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)**	1972
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)**	1839
h	Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested	**6h**	100
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:

2I 2K 2P 2Q 3H 3I

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

9a Plan funding arrangement (check all that apply)

- **(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 0
- **(5)** [ ] **MEP** (Multiple-Employer Retirement Plan Information)

b General Schedules

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

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

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

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

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

11c Enter the Receipt Confirmation Code for the 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)	Service Provider Information	OMB No. 1210-0110
Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▸ **File as an attachment to Form 5500.**	**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
PROJECT WORLDWIDE, INC. EMPLOYEE STOCK OWNERSHIP PLAN

B Three-digit plan number (PN) ▸ 003

C Plan sponsor's name as shown on line 2a of Form 5500
PROJECT WORLDWIDE, INC.

D Employer Identification Number (EIN)
38-0695561

Part I Service Provider Information (see instructions)

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

1 Information on Persons Receiving Only Eligible Indirect Compensation

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

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

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

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

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

ARGENT

62-1437218

(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?
31 99	FIDUCIARY SERVICES	77216	Yes ☐ No ☒	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 ☐

(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

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

(complete as many entries as needed)

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

SCHEDULE H (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	**Financial Information** This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code). ▶ **File as an attachment to Form 5500.**	OMB No. 1210-0110 **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
PROJECT WORLDWIDE, INC. EMPLOYEE STOCK OWNERSHIP PLAN

B Three-digit plan number (PN) ▶ 003

C Plan sponsor's name as shown on line 2a of Form 5500
PROJECT WORLDWIDE, INC.

D Employer Identification Number (EIN)
38-0695561

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)**	922516	911181
(2) Participant contributions	**1b(2)**		
(3) Other	**1b(3)**	132199	156277
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	**1c(1)**	3246773	2877459
(2) U.S. Government securities	**1c(2)**	10964822	32024148
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	**1c(3)(A)**		
(B) All other	**1c(3)(B)**	39701860	14048000
(4) Corporate stocks (other than employer securities):			
(A) Preferred	**1c(4)(A)**		
(B) Common	**1c(4)(B)**		
(5) Partnership/joint venture interests	**1c(5)**		
(6) Real estate (other than employer real property)	**1c(6)**		
(7) Loans (other than to participants)	**1c(7)**		
(8) Participant loans	**1c(8)**		
(9) Value of interest in common/collective trusts	**1c(9)**		
(10) Value of interest in pooled separate accounts	**1c(10)**		
(11) Value of interest in master trust investment accounts	**1c(11)**		
(12) Value of interest in 103-12 investment entities	**1c(12)**		
(13) Value of interest in registered investment companies (e.g., mutual funds)	**1c(13)**		
(14) Value of funds held in insurance company general account (unallocated contracts)	**1c(14)**		
(15) Other	**1c(15)**		

		(a) Beginning of Year	**(b)** End of Year
1d Employer-related investments:			
(1) Employer securities	1d(1)	380832700	402694073
(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	435800870	452711138
Liabilities			
g Benefit claims payable	1g		
h Operating payables	1h		
i Acquisition indebtedness	1i		
j Other liabilities	1j	14434773	13574917
k Total liabilities (add all amounts in lines 1g through1j)	1k	14434773	13574917
Net Assets			
l Net assets (subtract line 1k from line 1f)	1l	421366097	439136221

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)	1095118	
(B) Participants	2a(1)(B)		
(C) Others (including rollovers)	2a(1)(C)		
(2) Noncash contributions	2a(2)		
(3) Total contributions. Add lines **2a(1)(A), (B), (C),** and line **2a(2)**	2a(3)		1095118
b **Earnings on investments:**			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)	286872	
(B) U.S. Government securities	2b(1)(B)	1743042	
(C) Corporate debt instruments	2b(1)(C)	242859	
(D) Loans (other than to participants)	2b(1)(D)		
(E) Participant loans	2b(1)(E)		
(F) Other	2b(1)(F)		
(G) Total interest. Add lines **2b(1)(A)** through **(F)**	2b(1)(G)		2272773
(2) Dividends: **(A)** Preferred stock	2b(2)(A)		
(B) Common stock	2b(2)(B)		
(C) Registered investment company shares (e.g. mutual funds)	2b(2)(C)		
(D) Total dividends. Add lines **2b(2)(A)**, **(B)**, and **(C)**	2b(2)(D)		0
(3) Rents	2b(3)		
(4) Net gain (loss) on sale of assets: **(A)** Aggregate proceeds	2b(4)(A)		
(B) Aggregate carrying amount (see instructions)	2b(4)(B)		
(C) Subtract line **2b(4)(B)** from line **2b(4)(A)** and enter result	2b(4)(C)		0
(5) Unrealized appreciation (depreciation) of assets: **(A)** Real estate	2b(5)(A)		
(B) Other	2b(5)(B)	32471226	
(C) Total unrealized appreciation of assets. Add lines **2b(5)(A)** and **(B)**	2b(5)(C)		32471226

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts	2b(6)		
(7) Net investment gain (loss) from pooled separate accounts	2b(7)		
(8) Net investment gain (loss) from master trust investment accounts	2b(8)		
(9) Net investment gain (loss) from 103-12 investment entities	2b(9)		
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		
c Other income	2c		666109
d Total income. Add all **income** amounts in column (b) and enter total	2d		36505226

Expenses

e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	18411287	
(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)		18411287
f Corrective distributions (see instructions)	2f		
g Certain deemed distributions of participant loans (see instructions)	2g		
h Interest expense	2h		246597
i Administrative expenses:			
(1) Salaries and allowances	2i(1)		
(2) Contract administrator fees	2i(2)		
(3) Recordkeeping fees	2i(3)		
(4) IQPA audit fees	2i(4)		
(5) Investment advisory and investment management fees	2i(5)	77218	
(6) Bank or trust company trustee/custodial fees	2i(6)		
(7) Actuarial fees	2i(7)		
(8) Legal fees	2i(8)		
(9) Valuation/appraisal fees	2i(9)		
(10) Other trustee fees and expenses	2i(10)		
(11) Other expenses	2i(11)		
(12) Total administrative expenses. Add lines **2i(1)** through **(11)**	2i(12)		77218
j Total expenses. Add all **expense** amounts in column (b) and enter total	2j		18735102

Net Income and Reconciliation

k Net income (loss). Subtract line **2j** from line **2d**	2k		17770124
l Transfers of assets:			
(1) To this plan	2l(1)		
(2) From this plan	2l(2)		

Part III Accountant's Opinion

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

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

(1) [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: PLANTE MORAN, PLLC **(2)** EIN: 33-1498605

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

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

Part IV Compliance Questions

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

During the plan year:		Yes	No	Amount
a Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.)	**4a**		X	
b Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.)	**4b**		X	
c Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)	**4c**		X	
d Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)	**4d**		X	
e Was this plan covered by a fidelity bond?	**4e**	X		1000000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?	**4f**		X	
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?	**4g**		X	
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?	**4h**		X	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	**4i**	X		
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)	**4j**	X		
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?	**4k**		X	
l Has the plan failed to provide any benefit when due under the plan?	**4l**		X	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)	**4m**		X	
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.	**4n**			

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

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

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

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

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

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

SCHEDULE R (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Retirement Plan Information

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

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

OMB No. 1210-0110

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
PROJECT WORLDWIDE, INC. EMPLOYEE STOCK OWNERSHIP PLAN

B Three-digit plan number (PN) ▶ 003

C Plan sponsor's name as shown on line 2a of Form 5500
PROJECT WORLDWIDE, INC.

D Employer Identification Number (EIN)
38-0695561

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** 2053483

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

EIN(s): 42-0127290 ______________

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

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

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

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

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

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

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

6 a Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived)...... **6a**

b Enter the amount contributed by the employer to the plan for this plan year...... **6b**

c Subtract the amount in line 6b from the amount in line 6a. Enter the result (enter a minus sign to the left of a negative amount)...... **6c**

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

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

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

Part III Amendments

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

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

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

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

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

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

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

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

a Name of contributing employer

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

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

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

a Name of contributing employer

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

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

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

a Name of contributing employer

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

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

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

a Name of contributing employer

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

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

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

a Name of contributing employer

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

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

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

a Name of contributing employer

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

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

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

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

a The current plan year. Check the box to indicate the counting method used to determine the number of inactive participants: ☐ last contributing employer ☐ alternative ☐ reasonable approximation (see instructions for required attachment)........	**14a**	
b The plan year immediately preceding the current plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment)........	**14b**	
c The second preceding plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment)........	**14c**	
15 Enter the ratio of the number of participants under the plan on whose behalf no employer had an obligation to make an employer contribution during the current plan year to:		
a The corresponding number for the plan year immediately preceding the current plan year........	**15a**	
b The corresponding number for the second preceding plan year	**15b**	
16 Information with respect to any employers who withdrew from the plan during the preceding plan year:		
a Enter the number of employers who withdrew during the preceding plan year	**16a**	
b If line 16a is greater than 0, enter the aggregate amount of withdrawal liability assessed or estimated to be assessed against such withdrawn employers........	**16b**	

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

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

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

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

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

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

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

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

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

☐ Yes.

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

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

☐ No. Other. Provide explanation.________________________________

Part VII IRS Compliance Questions

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

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

☐ Design-based safe harbor method

☐ "Prior year" ADP test

☐ "Current year" ADP test

☐ N/A

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

Project: WorldWide, Inc.
Employee Stock Ownership Plan

Financial Report

December 31, 2024

Project: WorldWide, Inc. Employee Stock Ownership Plan

Contents

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Independent Auditor's Report

To the Board of Directors
Project: WorldWide, Inc. Employee Stock
Ownership Plan

Opinion

We have audited the financial statements of Project: WorldWide, Inc. Employee Stock Ownership Plan (the "Plan"), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), which comprise the statement 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.

In our opinion, the accompanying financial statements referred to above present fairly, in all material respects, the net assets available for benefits of the Plan as of December 31, 2024 and 2023 and the changes in net assets available for benefits for the year ended December 31, 2024 in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinion

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

Emphasis of Matter

As explained in Note 3, the financial statements include investments valued at approximately $403,000,000 at December 31, 2024 and $381,000,000 at December 31, 2023, whose fair values have been estimated by management in the absence of readily determinable market values. Management's estimates are based on information provided by independent appraisers, management's projections, and guideline market data. Our opinion is not modified with respect to this matter.

Responsibilities of Management for the Financial Statements

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

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

Auditor's Responsibilities for the Audits of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and, therefore, is not a guarantee that audits 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 audits in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audits.
- 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 audits in order to design audit procedures that are appropriate in the circumstances but not for the purpose of expressing an opinion on the effectiveness of the Plan's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for a reasonable period of time.

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

Supplemental Schedules Required by ERISA

Our audits were conducted for the purpose of forming an opinion on the financial statements as a whole. The supplemental schedules of assets held at end of year as of December 31, 2024 and reportable transactions for the year ended December 31, 2024 are presented for the purpose of additional analysis and are not a required part of the financial statements but are supplemental information required by the Department of Labor's (DOL) Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of the Plan's management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information has been subjected to the auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS.

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

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

Plante & Moran, PLLC

Auburn Hills, Michigan
October 1, 2025

Statement of Net Assets Available for Benefits

December 31, 2024 and 2023

	2024			2023		
	Allocated	Unallocated	Total	Allocated	Unallocated	Total
Assets						
Non-participant-directed investments:						
Money market fund	$ 2,136,923	$ -	$ 2,136,923	$ 1,527,515	$ -	$ 1,527,515
Certificates of deposit	734,918	-	734,918	1,711,305	-	1,711,305
Debt securities	14,048,000	-	14,048,000	6,812,447	-	6,812,447
Government securities	32,024,148	-	32,024,148	44,271,602	-	44,271,602
Project: WorldWide, Inc. common stock	206,762,273	195,931,800	402,694,073	189,064,886	191,767,814	380,832,700
Total non-participant-directed investments	255,706,262	195,931,800	451,638,062	243,387,755	191,767,814	435,155,569
Contributions receivable - Employer	848,521	62,660	911,181	856,600	65,916	922,516
Cash	5,618	-	5,618	-	-	-
Accrued interest income	156,277	-	156,277	132,199	-	132,199
Total assets	256,716,678	195,994,460	452,711,138	244,376,554	191,833,730	436,210,284
Liabilities						
Note payable to Plan Sponsor (Note 4)	-	13,512,257	13,512,257	-	14,368,857	14,368,857
Accrued interest	-	62,660	62,660	-	65,916	65,916
Due to broker for securities purchased	-	-	-	409,414	-	409,414
Total liabilities	-	13,574,917	13,574,917	409,414	14,434,773	14,844,187
Net Assets Available for Benefits	**$ 256,716,678**	**$ 182,419,543**	**$ 439,136,221**	**$ 243,967,140**	**$ 177,398,957**	**$ 421,366,097**

See notes to financial statements.

Statement of Changes in Net Assets Available for Benefits

Year Ended December 31, 2024

	Allocated	Unallocated	Total
Additions			
Contributions - Employer	$ 848,521	$ 246,597	$ 1,095,118
Investment income:			
Interest and dividends	2,272,773	-	2,272,773
Net realized and unrealized gains on investments	16,315,362	16,821,973	33,137,335
Net investment income	18,588,135	16,821,973	35,410,108
Allocation of 81,470 shares of Project: WorldWide, Inc. common stock	12,657,988	-	12,657,988
Allocation of cash and other transfers for debt service requirements	-	856,601	856,601
Total additions	32,094,644	17,925,171	50,019,815
Deductions			
Benefits paid directly to participants or beneficiaries	18,411,287	-	18,411,287
Interest expense on note payable to Plan Sponsor	-	246,597	246,597
Administrative expenses	77,218	-	77,218
Allocation of 81,470 shares of Project: WorldWide, Inc. common stock	-	12,657,988	12,657,988
Allocation of cash and other transfers for debt service requirements	856,601	-	856,601
Total deductions	19,345,106	12,904,585	32,249,691
Net Increase	12,749,538	5,020,586	17,770,124
Net Assets Available for Benefits			
Beginning of year	243,967,140	177,398,957	421,366,097
End of year	**$ 256,716,678**	**$ 182,419,543**	**$ 439,136,221**

See notes to financial statements.

Note 1 - Plan Description

The following description of Project: WorldWide, Inc. Employee Stock Ownership Plan (the "Plan") provides only general information. Participants should refer to the plan document for a more complete description of the Plan's provisions.

General

The Plan is a defined contribution plan covering primarily the nonunion U.S. employees of Project: WorldWide, Inc. (the "Plan Sponsor" or the "Company") and certain subsidiaries and affiliated entities. The Plan operates as a leveraged employee stock ownership plan. Employees covered under a collective bargaining agreement, nonresident aliens, leased employees, contract employees, and independent contractors are not eligible to participate in the Plan. Participants are not required or permitted to make contributions to the Plan. An employee generally becomes eligible to be a participant in the Plan after completing 1,000 hours within 12 months of service and upon attainment of age 18. Participants employed by the Company on the last day of the plan year are entitled to share in the allocation of company discretionary and matching contributions and/or forfeitures for that year. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA).

On January 14, 2005, the Plan purchased 5,000,000 shares of the Plan Sponsor's common stock using the proceeds of borrowings from the Plan Sponsor. The borrowings are being repaid over a period of 40 years by fully deductible company contributions to the Plan. As the Plan makes each payment of principal and interest, an appropriate percentage of shares is allocated to participants' accounts as of the related year end in accordance with applicable regulations. Participants eligible for benefits before the shares are allocated receive an appropriate percentage of the company contribution designated for principal repayment.

The borrowings are collateralized by the unallocated shares of common stock. The Plan Sponsor has no rights against shares once they are allocated under the Plan. Accordingly, the financial statements of the Plan present separately the assets and liabilities and changes therein pertaining to (a) the accounts of employees with rights in allocated assets (allocated) and (b) assets not yet allocated to employees (unallocated).

Contributions

The Company may make discretionary contributions, as determined annually by the board of directors; however, the annual contributions must be at least equal to the amount the Plan is obligated to pay on the acquisition loan. Company discretionary contributions may be in cash or company stock. Discretionary contributions are allocated to eligible participants' accounts based upon the participants' eligible compensation as a percentage of total compensation, not to exceed Internal Revenue Service (IRS) limitations. In general, the annual additions to an individual participant's account in a plan year may not exceed the lesser of 100 percent of the participant's eligible compensation or $69,000 for the year ended December 31, 2024.

Vesting

Participant account balances relating to company contributions are generally vested 20 percent per year after completing three years of service until fully vested. Effective January 1, 2024, participants are generally vested 20 percent per year after completing two years of service until fully vested. Participant account balances are fully vested upon normal retirement, disability, or death. A participant is eligible to receive an allocation of company contributions and participant forfeitures for the plan year in which retirement, disability, or death occurs.

New participants from company acquisitions after plan inception are generally not granted credit for prior service.

Note 1 - Plan Description (Continued)

Forfeitures

Forfeitures of terminated participants' nonvested account balances are reallocated to the remaining eligible participants in the same manner as company contributions.

Participant Accounts

Participant accounts are credited with the allocated company contributions plus an allocation of plan earnings (losses). Allocation of plan earnings (losses) is based on the individual participant account balances. Participant accounts are also charged with an allocation of administrative expenses. A participant is entitled to his or her vested balance in the participant's account.

Benefit Payments

Upon retirement, disability, or death, the Plan provides for distributions to be made in a single lump-sum distribution, commencing as soon as practicable following the close of the plan year in which the event occurred. Upon termination for other reasons, the distribution is delayed one year from the close of the plan year in which the employee terminates. The distribution amount is calculated using the share value determined at the end of the year in which the termination event occurred. The current distribution policy allows the participant to take a distribution of up to $25,000 per year, not to exceed five years. Effective January 1, 2024, the distribution policy was amended to allow participants to take a distribution of up to $50,000 per year, not to exceed five years. Participants have the option to withdraw from the Plan or leave their cash account balances in the Plan. In the case of a distribution that would take more than five years, the distribution amount would be equally distributed over a period of five years. If an employee is terminated with cause or terminates their employment to work for a competitor of the Company, his or her distribution is made as soon as feasibly possible over a five-year period following the close of the fifth plan year after the employee's termination date. In the year after participants terminate, either the Company or eligible active participants, as defined by the plan document, may repurchase their shares. Either cash from the accounts of active participants within the Plan is used to purchase the shares, which are reallocated into their accounts, or the shares are purchased by the Company. During 2024, the Company paid $8,560,890 to redeem 59,933 shares from certain terminated employees. Active participants paid $4,076,571 to reallocate 28,539 shares from certain terminated employees.

The Plan offers a statutory diversification option to participants who attained age 55 and had at least 10 years of service as of the current qualified election period, as defined by the plan document. Statutory diversification allows participants to redeem a percentage of a participant's allocated shares as of the beginning of the year, including adjustments for previously diversified or distributed shares. During 2024, 14,376 shares were redeemed under the statutory diversification option, resulting in benefit payments of $2,053,483.

The Plan may also offer a special diversification option to current participants, which allows up to 15 percent of a participant's allocated shares as of the beginning of the year to be redeemed. A participant must be fully vested in order to participate in the special diversification. The redeemed amount for the Plan as a whole cannot exceed the lesser of 15 percent of the allocated shares of the Company's stock, or an amount determined annually by the board of directors. The shares that participants elect to diversify are distributed in cash, transferred to the 401(k) plan, or rolled over to an IRA or other qualified plan. During 2024, no shares were redeemed under the special diversification option.

Voting Rights

Each participant is entitled to direct the trustee as to the exercise of shareholder voting rights attributable to the shares of the company stock then allocated to his or her account. The trustee shall vote in accordance with the instructions so received. The trustee shall vote any shares of company stock held in the loan suspense account and any allocated shares of the company stock as to which no voting instructions have been received, as directed by the administrator.

Note 1 - Plan Description (Continued)

Party-in-interest Transactions

The Plan invests in the Company's common stock. The Company is the Plan Sponsor. In addition, the Plan has a note payable to the Company of $13,512,257 and $14,368,857 as of December 31, 2024 and 2023, respectively. Various administrative costs are also paid by the Company. These transactions qualify as party-in-interest transactions, as defined under ERISA guidelines.

Termination

While it has not expressed any intent to do so, the Company has the right under the Plan to discontinue its contributions at any time and to terminate the Plan subject to the provisions of ERISA. Upon termination of the Plan, participants become 100 percent vested in their account balances. Additionally, shares of financed common stock held in the loan suspense account are to be sold to the extent it is determined such sale is necessary in order to repay the loan.

Note 2 - Summary of Significant Accounting Policies

Investment Valuation

The Plan's investments are stated at fair value. Purchases and sales of securities are recorded on a trade-date basis. Interest income is recorded as earned. Dividends are recorded on the ex-dividend date.

The fair value of the company common stock as of December 31, 2024 and 2023 was valued at $155.37 and $142.84 per share, respectively. The company common stock is classified as a Level 3 investment based on the fair value determined through third-party appraisal, which utilized a combination of both market and income approaches, including the discounted cash flow method and the guideline company method. The unobservable inputs for the discounted cash flow method were the weighted-average cost of capital, revenue growth, and discount for limited marketability. The unobservable input for the guideline company method was income growth.

The money market fund and certificates of deposit are valued at fair value based on their outstanding balances.

The government securities and debt securities are valued using quoted market prices and/or other market data for the same or comparable instruments and transactions in establishing these prices, discounted cash flow models, and other pricing models. These models are primarily industry-standard models that consider various assumptions, including time value and yield curve, as well as other relevant economic measures. See Note 3 for additional information.

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

Use of Estimates

The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the amounts reported in the financial statements and accompanying notes, including the valuation of company common stock. Application of these assumptions requires the exercise of judgment as to future uncertainties, and, as a result, actual results could differ from those estimates.

Note 2 - Summary of Significant Accounting Policies (Continued)

Risks and Uncertainties

The investment in company common stock is exposed to various risks. Due to the level of risk associated with the investment in company common stock, it is reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect the amounts reported in the financial statements.

Benefit Payments

Benefit payments are recorded when paid.

Subsequent Events

The financial statements and related disclosures include evaluation of events up through and including October 1, 2025, which is the date the financial statements were available to be issued.

Note 3 - Fair Value Measurements

Accounting standards require certain assets and liabilities be reported at fair value in the financial statements and provide a framework for establishing that fair value. The framework for determining fair value is based on a hierarchy that prioritizes the valuation techniques and inputs used to measure fair value.

Level 1

Fair values determined by Level 1 inputs use quoted prices in active markets for identical assets that the Plan has the ability to access.

Level 2

Fair values determined by Level 2 inputs use other inputs that are observable, either directly or indirectly. These Level 2 inputs include quoted prices for similar assets in active markets, quoted prices for identical or similar assets in markets that are not active, and inputs other than quoted prices that are observable for the asset.

Level 3

Level 3 inputs are unobservable inputs, including inputs that are available in situations where there is little, if any, market activity for the related asset.

In instances where inputs used to measure fair value fall into different levels of the fair value hierarchy, fair value measurements in their entirety are categorized based on the lowest level input that is significant to the valuation. The Plan’s assessment of the significance of particular inputs to these fair value measurements requires judgment and considers factors specific to each asset.

Note 3 - Fair Value Measurements (Continued)

The following tables present information about the Plan's assets measured at fair value on a recurring basis at December 31, 2024 and 2023:

	Assets Measured at Fair Value on a Recurring Basis at December 31, 2024			
	Investments (at Fair Value)	Level 1	Level 2	Level 3
Money market fund	$ 2,136,923	$ -	$ 2,136,923	$ -
Certificates of deposit	734,918	-	734,918	-
Debt securities	14,048,000	-	14,048,000	-
Government securities	32,024,148	-	32,024,148	-
Company common stock	402,694,073	-	-	402,694,073
Total	$ 451,638,062	$ -	$ 48,943,989	$ 402,694,073

	Assets Measured at Fair Value on a Recurring Basis at December 31, 2023			
	Investments (at Fair Value)	Level 1	Level 2	Level 3
Money market fund	$ 1,527,515	$ -	$ 1,527,515	$ -
Certificates of deposit	1,711,305	-	1,711,305	-
Debt securities	6,812,447	-	6,812,447	-
Government securities	44,271,602	-	44,271,602	-
Company common stock	380,832,700	-	-	380,832,700
Total	$ 435,155,569	$ -	$ 54,322,869	$ 380,832,700

There were no unfunded commitments or redemption restrictions on the investments described above.

There were no transfers, purchases, or issuances of the Plan's Level 3 assets during 2024 and 2023.

Note 4 - Note Payable to Plan Sponsor

On January 14, 2005, the Plan borrowed $50,000,000 from the Plan Sponsor to purchase 5,000,000 shares of the Plan Sponsor's common stock. The note is payable in annual installments of $833,451 plus accrued interest. The note carried an interest rate of 2.8 percent through December 31, 2022. Effective January 1, 2022, as part of an amendment to the note payable agreement, the interest rate was reduced to 1.82 percent. There are no payments due until 2031 as a result of prepayments made in prior years. The loan is secured by a pledge of the unallocated shares and may be prepaid without penalty. The Company has no rights against shares once they are allocated under the Plan. As the note is paid, a pro rata portion of the shares will be released to the active participant accounts.

The scheduled amortization of the note as of December 31, 2024 is as follows:

Years Ending	Amount
2025	$ -
2026	-
2027	-
2028	-
2029	-
Thereafter through 2045	13,512,257
Total	$ 13,512,257

Note 5 - Tax Status

The Plan has received a determination letter from the Internal Revenue Service indicating that the Plan, as designed, is qualified for tax-exempt treatment under the applicable section of the Internal Revenue Code (IRC). Although the Plan has been amended since receiving the determination letter, management believes that the Plan is designed and is currently being operated in compliance with the applicable requirements of the IRC.

Note 6 - Investments in Company Common Stock

The Plan's investments in company common stock at December 31, 2024 and 2023 are presented in the following table:

	2024		2023	
	Allocated	Unallocated	Allocated	Unallocated
Number of shares	1,330,774	1,261,066	1,323,613	1,342,536
Cost	$ 13,307,740	$ 12,610,660	$ 13,236,130	$ 13,425,360
Market	$ 206,762,273	$ 195,931,800	$ 189,064,886	$ 191,767,814

Schedule of Assets Held at End of Year

Form 5500, Schedule H, Line 4i
EIN 38-0695561, Plan No. 003
December 31, 2024

(a)(b) Identity of Issuer	(c) Description of Investment	(d) Cost	(e) Current Value
Project: WorldWide, Inc.	Project: WorldWide, Inc. common stock, 2,591,840 shares, $10 par value	$ 25,918,400	$ 402,694,073
Fidelity	Money market fund - Fidelity Treasury Portfolio I	2,136,923	2,136,923
	Certificates of deposit:		
Flagstar Bank National Association	CD DTD 03/30/2023 - 04/24/2025 5.25%	250,000	250,738
Sallie Mae Bank	CD DTD 07/01/2020 - 07/01/2025 0.8%	249,500	245,830
Texas Exchange Bank	CD DTD 07/17/2020 - 07/17/2026-2020 0.95%	249,875	238,350
	Total certificates of deposit	749,375	734,918
	Debt securities:		
Amegen Inc.	SR GLBL NT DTD 03/02/2023 - 03/02/2026-2024 5.507%	499,750	499,990
Athene	SR SEC FL DTD 08/27/2024 - 08/27/2026 6.3762%	260,000	260,671
Citibank North America	SR FLT NT DTD 11/19/2024 - 11/19/2027-2026 5.022%	400,000	400,672
First Horizon National Corp.	SR NT DTD 05/26/2020 - 05/26/2025 4%	297,774	298,602
Mercedes-Benz Finance North America	FRN SNR (144A) DTD 11/15/2024 - 11/15/2027 5.15%	400,000	401,064
Morgan Stanley Bank	SR FLT NT DTD 10/18/2024 - 10/15/2027-2026 5.015%	500,000	500,495
Morgan Stanley Bank	STP CPN SNR NTS Series I DTD 05/30/2023 - 05/30/2030-2025 5.5%	475,000	473,760
Swedbank	AB ADR MTN DTD 11/20/2024 - 11/20/2029 5.60002%	200,000	200,604
Americredit Auto Receivables	TR CMO DTD 11/24/2020 1.06% 08/18/2026	245,937	252,935
BWM Vehicle Lease Trust	2024-2 CMO DTD 10/07/2024 4.73696% 01/25/2027	475,000	475,356
BHG Securitization TRT	Series 2021-A DTD 05/0712021 1 .42% 11 /17/2033	102,905	100,618
Carmax Auto Owner Trust	Series 2024-4 CL A-28 DTD 11/05/2024	500,000	500,477
Carvana Auto Receivables Trust	Series 2021-P3 CL A-3 DTD 09/29/2021 .7% 11/10/2026	275,009	278,662
Carvana Auto Receivables Trust	TR 2021-P2 CMO DTD 06/24/2021 .8% 01/10/2027	963,962	969,607
Drive Auto Receivables Trust	Series 2021-3 CLASS C DTD 11/17/2021 1.47% 01/15/2027	4,856	4,948
Enterprise Fleet FIN LLC	2024-2 CMO DTD 04/30/2024 5.74%12/20/2026	749,951	756,327
Exeter Automobile Receivables Trust	Series 2024-1 CL A-3 DTD 01/31/2024 5.31% 08/16/2027	595,485	595,349
Federal Home Loan Mortgage Corp	REMIC Series KLU1 DTD 06/01/2019 2.51% 12/25/2025	506,831	480,316
Ford Credit Auto Owner Trust	Series 2022-A CLASS A-3 DTD 01/24/2022 1.29% 06/15/2026	91,148	92,275
Foursight Capital Auto Receivables Trust	Series 2021-2 CL D DTD 07/20/2021 1.92% 09/15/2027	297,645	297,990
GM Financial Automobile Leasing Trust	2023-1 CMO DTD 02/16/2023 5.16% 04/20/2026	90,597	90,931
GM Financial Consumer Automobile Trust	Series 2022-3 Class A-3 DTD 07/13/2022 3.64% 04/16/2027	293,849	296,597
Jack In The Box Funding LLC	Series 2022-1A Class A21 DTD 02/11/2022 3.445% 02/26/2052	378,000	359,245
John Deere Owner Trust	Series 2021-B CL A-3 DTD 07/21/2021.52% 03/16/2026	333,102	334,924
Kubota Credit Owner Trust	Series 2021-2 CL A-3 DTD 07/28/2021.56% 11/17/2025	279,382	280,921
Lad Auto Receivables	TR 2024-1 CMO DTD 02/14/2024 5.44%11/16/2026	121,856	122,256
Mercedes-Benz Auto Lease Trust	TR 2023-A CMO DTD 05/24/2023 4.74% 01/15/2027	375,682	378,892
Nissan Auto Receivables Trust	Series 2024-B CL A-2B DTD 10/23/2024 4.68385% 06/15/2027	200,000	200,152
PEAC Solutions Receivables	Series 2024-1A CL A1 144A DTD 06/25/2024 6.1% 06/20/2025	85,967	86,075
SBA Tower Trust	CMO DTD 09/13/2019 2.836% 01/15/2050	248,915	249,744
Santander Drive Auto Receivables Trust	Series 2021-1 Class D DTD 02/17/2021 1.13% 11/16/2026	66,440	67,889
Santander Drive Auto Receivables Trust	DTD 07/21/2021 1.33% 09/15/2027	533,381	539,981
Textainer Marine Containers	Series 2021-3A Class A 144A DTD 08/11/2021 1.94% 08/20/2046	366,603	320,225
Triton Container Finance	Series 2020-1 CLA DTD 09/21/2020 2.11% 09/20/2045	646,061	580,528
TRP	2021-2 A LLC DTD 06/15/2021 2.15% 06/17/2051	414,919	386,596
Verizon Master Trust	CMO DTD 01/25/2022 1.53% 07/20/2028	993,945	998,435
Westlake Auto Receivables	TR 2023-1 CMO DTD 01/20/2023 5.21% 01/18/2028	209,497	210,574
Westlake Auto Receivables	TR 2024-1 CMO DTD 03/14/2024 5.62% 03/15/2027	703,052	703,317
	Total debt securities	14,182,501	14,048,000
	Government securities:		
U.S. Treasury	Bill DTD 01/25/2024 - 01/23/2025 0%	492,803	498,765
U.S. Treasury	Bill DTD 08/01/2024 - 01/30/2025 0%	166,922	169,441
U.S. Treasury	Bill DTD 08/08/2024 - 02/06/2025 0%	7,569,745	7,618,635
U.S. Treasury	Bill DTD 10/01/2024 - 01/28/2025 0%	1,562,457	1,580,197
U.S. Treasury	Bill DTD 11/12/2024 - 03/11/2025 0%	5,206,657	5,208,473
U.S. Treasury	Bill DTD 12/03/2024 - 04/01/2025 0%	4,434,922	4,453,695
U.S. Treasury	Bill DTD 12/10/2024 - 04/08/2025 0%	162,756	163,162
Federal Home Loan Bank	DTD 06/24/2020 - 06/24/2027-2020 1.05%	402,597	371,493
Federal Home Loan Bank	DTD 02/28/2022 - 08/28/2025-2024 2.07%	231,325	231,618
Federal Home Loan Bank	DTD 10/03/2024 - 10/01/2029-2024 5%	5,200,000	5,187,052
Federal Home Loan Bank	DTD 10/15/2024 - 10/15/2029-2024 5.25%	250,000	249,773
Federal Home Loan Bank	DTD 11/22/2024 - 11/14/2029-2025 5.15%	300,000	299,637
Federal Home Loan Bank	DTD 12/27/2024 - 12/17/2029-2025 5.25%	500,000	498,980

Schedule of Assets Held at End of Year (Continued)

Form 5500, Schedule H, Line 4i
EIN 38-0695561, Plan No. 003
December 31, 2024

(a)(b) Identity of Issuer	(c) Description of Investment	(d) Cost	(e) Current Value
Federal Farm Credit Bank	DTD 07/01/2020 - 07/01/2027-2021 1%	$ 189,810	$ 174,806
Federal Farm Credit Bank	DTD 09/11/2024 - 9/11/2030-2025 5.12%	834,583	833,497
Federal Home Loan Mortgage Corp.	DTD 07/16/2020 - 10/16/2026-2020 0.9%	604,879	569,329
Federal Home Loan Mortgage Corp.	DTD 09/30/2020 - 09/30/2025-2022 0.5%	499,500	486,240
Federal Home Loan Mortgage Corp.	DTD 10/13/2020 - 10/13/2027-2021 0.9%	499,250	454,510
Federal Home Loan Mortgage Corp.	DTD 11/21/2024 - 11/21/2029-2025 5.3%	1,474,753	1,475,236
Federal Home Loan Mortgage Corp.	DTD 09/23/2024 - 09/23/2027-2024 5%	1,499,925	1,499,609
	Total government securities	32,082,884	32,024,148
	Total	**$ 75,070,083**	**$ 451,638,062**

Schedule of Reportable Transactions

Form 5500, Schedule H, Line 4j
EIN 38-0695561, Plan No. 003
Year Ended December 31, 2024

(a) Identity of Party Involved	(b) Description of Asset	(c) Purchase Price	(d) Selling Price	(g) Cost of Asset	(h) Current Value of Asset on Transaction Date	(i) Net Gain
Category (iii) - A series of transactions with respect to securities of the same issue that amount in the aggregate to more than 5 percent of the beginning value of the total plan assets:						
Fidelity	Fidelity Treasury Portfolio I:					
	Purchases - 139	$ 144,757,040	$ -	$ 144,757,040	$ 144,757,040	$ -
	Sales - 92	-	144,147,632	144,147,632	144,147,632	-
U.S. Treasury	Bill DTD 02/29/2024 - 8/29/2024 0%:					
	Purchases - 1	16,658,694	-	16,658,694	16,658,694	-
	Sales - 1	-	16,980,198	16,658,694	16,980,198	321,504

There were no Category (i), (ii), or (iv) reportable transactions during the year.

Project: WorldWide, Inc.
Employee Stock Ownership Plan

Financial Report

December 31, 2024

Project: WorldWide, Inc. Employee Stock Ownership Plan

Contents

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Independent Auditor's Report

To the Board of Directors
Project: WorldWide, Inc. Employee Stock
Ownership Plan

Opinion

We have audited the financial statements of Project: WorldWide, Inc. Employee Stock Ownership Plan (the "Plan"), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), which comprise the statement 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.

In our opinion, the accompanying financial statements referred to above present fairly, in all material respects, the net assets available for benefits of the Plan as of December 31, 2024 and 2023 and the changes in net assets available for benefits for the year ended December 31, 2024 in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinion

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

Emphasis of Matter

As explained in Note 3, the financial statements include investments valued at approximately $403,000,000 at December 31, 2024 and $381,000,000 at December 31, 2023, whose fair values have been estimated by management in the absence of readily determinable market values. Management's estimates are based on information provided by independent appraisers, management's projections, and guideline market data. Our opinion is not modified with respect to this matter.

Responsibilities of Management for the Financial Statements

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

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

Auditor's Responsibilities for the Audits of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and, therefore, is not a guarantee that audits 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 audits in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audits.
- 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 audits in order to design audit procedures that are appropriate in the circumstances but not for the purpose of expressing an opinion on the effectiveness of the Plan's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for a reasonable period of time.

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

Supplemental Schedules Required by ERISA

Our audits were conducted for the purpose of forming an opinion on the financial statements as a whole. The supplemental schedules of assets held at end of year as of December 31, 2024 and reportable transactions for the year ended December 31, 2024 are presented for the purpose of additional analysis and are not a required part of the financial statements but are supplemental information required by the Department of Labor's (DOL) Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of the Plan's management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information has been subjected to the auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS.

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

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

Plante & Moran, PLLC

Auburn Hills, Michigan
October 1, 2025

Statement of Net Assets Available for Benefits

December 31, 2024 and 2023

	2024			2023		
	Allocated	Unallocated	Total	Allocated	Unallocated	Total
Assets						
Non-participant-directed investments:						
Money market fund	$ 2,136,923	$ -	$ 2,136,923	$ 1,527,515	$ -	$ 1,527,515
Certificates of deposit	734,918	-	734,918	1,711,305	-	1,711,305
Debt securities	14,048,000	-	14,048,000	6,812,447	-	6,812,447
Government securities	32,024,148	-	32,024,148	44,271,602	-	44,271,602
Project: WorldWide, Inc. common stock	206,762,273	195,931,800	402,694,073	189,064,886	191,767,814	380,832,700
Total non-participant-directed investments	255,706,262	195,931,800	451,638,062	243,387,755	191,767,814	435,155,569
Contributions receivable - Employer	848,521	62,660	911,181	856,600	65,916	922,516
Cash	5,618	-	5,618	-	-	-
Accrued interest income	156,277	-	156,277	132,199	-	132,199
Total assets	256,716,678	195,994,460	452,711,138	244,376,554	191,833,730	436,210,284
Liabilities						
Note payable to Plan Sponsor (Note 4)	-	13,512,257	13,512,257	-	14,368,857	14,368,857
Accrued interest	-	62,660	62,660	-	65,916	65,916
Due to broker for securities purchased	-	-	-	409,414	-	409,414
Total liabilities	-	13,574,917	13,574,917	409,414	14,434,773	14,844,187
Net Assets Available for Benefits	**$ 256,716,678**	**$ 182,419,543**	**$ 439,136,221**	**$ 243,967,140**	**$ 177,398,957**	**$ 421,366,097**

See notes to financial statements.

Statement of Changes in Net Assets Available for Benefits

Year Ended December 31, 2024

	Allocated	Unallocated	Total
Additions			
Contributions - Employer	$ 848,521	$ 246,597	$ 1,095,118
Investment income:			
Interest and dividends	2,272,773	-	2,272,773
Net realized and unrealized gains on investments	16,315,362	16,821,973	33,137,335
Net investment income	18,588,135	16,821,973	35,410,108
Allocation of 81,470 shares of Project: WorldWide, Inc. common stock	12,657,988	-	12,657,988
Allocation of cash and other transfers for debt service requirements	-	856,601	856,601
Total additions	32,094,644	17,925,171	50,019,815
Deductions			
Benefits paid directly to participants or beneficiaries	18,411,287	-	18,411,287
Interest expense on note payable to Plan Sponsor	-	246,597	246,597
Administrative expenses	77,218	-	77,218
Allocation of 81,470 shares of Project: WorldWide, Inc. common stock	-	12,657,988	12,657,988
Allocation of cash and other transfers for debt service requirements	856,601	-	856,601
Total deductions	19,345,106	12,904,585	32,249,691
Net Increase	12,749,538	5,020,586	17,770,124
Net Assets Available for Benefits			
Beginning of year	243,967,140	177,398,957	421,366,097
End of year	**$ 256,716,678**	**$ 182,419,543**	**$ 439,136,221**

See notes to financial statements.

Note 1 - Plan Description

The following description of Project: WorldWide, Inc. Employee Stock Ownership Plan (the "Plan") provides only general information. Participants should refer to the plan document for a more complete description of the Plan's provisions.

General

The Plan is a defined contribution plan covering primarily the nonunion U.S. employees of Project: WorldWide, Inc. (the "Plan Sponsor" or the "Company") and certain subsidiaries and affiliated entities. The Plan operates as a leveraged employee stock ownership plan. Employees covered under a collective bargaining agreement, nonresident aliens, leased employees, contract employees, and independent contractors are not eligible to participate in the Plan. Participants are not required or permitted to make contributions to the Plan. An employee generally becomes eligible to be a participant in the Plan after completing 1,000 hours within 12 months of service and upon attainment of age 18. Participants employed by the Company on the last day of the plan year are entitled to share in the allocation of company discretionary and matching contributions and/or forfeitures for that year. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA).

On January 14, 2005, the Plan purchased 5,000,000 shares of the Plan Sponsor's common stock using the proceeds of borrowings from the Plan Sponsor. The borrowings are being repaid over a period of 40 years by fully deductible company contributions to the Plan. As the Plan makes each payment of principal and interest, an appropriate percentage of shares is allocated to participants' accounts as of the related year end in accordance with applicable regulations. Participants eligible for benefits before the shares are allocated receive an appropriate percentage of the company contribution designated for principal repayment.

The borrowings are collateralized by the unallocated shares of common stock. The Plan Sponsor has no rights against shares once they are allocated under the Plan. Accordingly, the financial statements of the Plan present separately the assets and liabilities and changes therein pertaining to (a) the accounts of employees with rights in allocated assets (allocated) and (b) assets not yet allocated to employees (unallocated).

Contributions

The Company may make discretionary contributions, as determined annually by the board of directors; however, the annual contributions must be at least equal to the amount the Plan is obligated to pay on the acquisition loan. Company discretionary contributions may be in cash or company stock. Discretionary contributions are allocated to eligible participants' accounts based upon the participants' eligible compensation as a percentage of total compensation, not to exceed Internal Revenue Service (IRS) limitations. In general, the annual additions to an individual participant's account in a plan year may not exceed the lesser of 100 percent of the participant's eligible compensation or $69,000 for the year ended December 31, 2024.

Vesting

Participant account balances relating to company contributions are generally vested 20 percent per year after completing three years of service until fully vested. Effective January 1, 2024, participants are generally vested 20 percent per year after completing two years of service until fully vested. Participant account balances are fully vested upon normal retirement, disability, or death. A participant is eligible to receive an allocation of company contributions and participant forfeitures for the plan year in which retirement, disability, or death occurs.

New participants from company acquisitions after plan inception are generally not granted credit for prior service.

Note 1 - Plan Description (Continued)

Forfeitures

Forfeitures of terminated participants' nonvested account balances are reallocated to the remaining eligible participants in the same manner as company contributions.

Participant Accounts

Participant accounts are credited with the allocated company contributions plus an allocation of plan earnings (losses). Allocation of plan earnings (losses) is based on the individual participant account balances. Participant accounts are also charged with an allocation of administrative expenses. A participant is entitled to his or her vested balance in the participant's account.

Benefit Payments

Upon retirement, disability, or death, the Plan provides for distributions to be made in a single lump-sum distribution, commencing as soon as practicable following the close of the plan year in which the event occurred. Upon termination for other reasons, the distribution is delayed one year from the close of the plan year in which the employee terminates. The distribution amount is calculated using the share value determined at the end of the year in which the termination event occurred. The current distribution policy allows the participant to take a distribution of up to $25,000 per year, not to exceed five years. Effective January 1, 2024, the distribution policy was amended to allow participants to take a distribution of up to $50,000 per year, not to exceed five years. Participants have the option to withdraw from the Plan or leave their cash account balances in the Plan. In the case of a distribution that would take more than five years, the distribution amount would be equally distributed over a period of five years. If an employee is terminated with cause or terminates their employment to work for a competitor of the Company, his or her distribution is made as soon as feasibly possible over a five-year period following the close of the fifth plan year after the employee's termination date. In the year after participants terminate, either the Company or eligible active participants, as defined by the plan document, may repurchase their shares. Either cash from the accounts of active participants within the Plan is used to purchase the shares, which are reallocated into their accounts, or the shares are purchased by the Company. During 2024, the Company paid $8,560,890 to redeem 59,933 shares from certain terminated employees. Active participants paid $4,076,571 to reallocate 28,539 shares from certain terminated employees.

The Plan offers a statutory diversification option to participants who attained age 55 and had at least 10 years of service as of the current qualified election period, as defined by the plan document. Statutory diversification allows participants to redeem a percentage of a participant's allocated shares as of the beginning of the year, including adjustments for previously diversified or distributed shares. During 2024, 14,376 shares were redeemed under the statutory diversification option, resulting in benefit payments of $2,053,483.

The Plan may also offer a special diversification option to current participants, which allows up to 15 percent of a participant's allocated shares as of the beginning of the year to be redeemed. A participant must be fully vested in order to participate in the special diversification. The redeemed amount for the Plan as a whole cannot exceed the lesser of 15 percent of the allocated shares of the Company's stock, or an amount determined annually by the board of directors. The shares that participants elect to diversify are distributed in cash, transferred to the 401(k) plan, or rolled over to an IRA or other qualified plan. During 2024, no shares were redeemed under the special diversification option.

Voting Rights

Each participant is entitled to direct the trustee as to the exercise of shareholder voting rights attributable to the shares of the company stock then allocated to his or her account. The trustee shall vote in accordance with the instructions so received. The trustee shall vote any shares of company stock held in the loan suspense account and any allocated shares of the company stock as to which no voting instructions have been received, as directed by the administrator.

Note 1 - Plan Description (Continued)

Party-in-interest Transactions

The Plan invests in the Company's common stock. The Company is the Plan Sponsor. In addition, the Plan has a note payable to the Company of $13,512,257 and $14,368,857 as of December 31, 2024 and 2023, respectively. Various administrative costs are also paid by the Company. These transactions qualify as party-in-interest transactions, as defined under ERISA guidelines.

Termination

While it has not expressed any intent to do so, the Company has the right under the Plan to discontinue its contributions at any time and to terminate the Plan subject to the provisions of ERISA. Upon termination of the Plan, participants become 100 percent vested in their account balances. Additionally, shares of financed common stock held in the loan suspense account are to be sold to the extent it is determined such sale is necessary in order to repay the loan.

Note 2 - Summary of Significant Accounting Policies

Investment Valuation

The Plan's investments are stated at fair value. Purchases and sales of securities are recorded on a trade-date basis. Interest income is recorded as earned. Dividends are recorded on the ex-dividend date.

The fair value of the company common stock as of December 31, 2024 and 2023 was valued at $155.37 and $142.84 per share, respectively. The company common stock is classified as a Level 3 investment based on the fair value determined through third-party appraisal, which utilized a combination of both market and income approaches, including the discounted cash flow method and the guideline company method. The unobservable inputs for the discounted cash flow method were the weighted-average cost of capital, revenue growth, and discount for limited marketability. The unobservable input for the guideline company method was income growth.

The money market fund and certificates of deposit are valued at fair value based on their outstanding balances.

The government securities and debt securities are valued using quoted market prices and/or other market data for the same or comparable instruments and transactions in establishing these prices, discounted cash flow models, and other pricing models. These models are primarily industry-standard models that consider various assumptions, including time value and yield curve, as well as other relevant economic measures. See Note 3 for additional information.

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

Use of Estimates

The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the amounts reported in the financial statements and accompanying notes, including the valuation of company common stock. Application of these assumptions requires the exercise of judgment as to future uncertainties, and, as a result, actual results could differ from those estimates.

Note 2 - Summary of Significant Accounting Policies (Continued)

Risks and Uncertainties

The investment in company common stock is exposed to various risks. Due to the level of risk associated with the investment in company common stock, it is reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect the amounts reported in the financial statements.

Benefit Payments

Benefit payments are recorded when paid.

Subsequent Events

The financial statements and related disclosures include evaluation of events up through and including October 1, 2025, which is the date the financial statements were available to be issued.

Note 3 - Fair Value Measurements

Accounting standards require certain assets and liabilities be reported at fair value in the financial statements and provide a framework for establishing that fair value. The framework for determining fair value is based on a hierarchy that prioritizes the valuation techniques and inputs used to measure fair value.

Level 1

Fair values determined by Level 1 inputs use quoted prices in active markets for identical assets that the Plan has the ability to access.

Level 2

Fair values determined by Level 2 inputs use other inputs that are observable, either directly or indirectly. These Level 2 inputs include quoted prices for similar assets in active markets, quoted prices for identical or similar assets in markets that are not active, and inputs other than quoted prices that are observable for the asset.

Level 3

Level 3 inputs are unobservable inputs, including inputs that are available in situations where there is little, if any, market activity for the related asset.

In instances where inputs used to measure fair value fall into different levels of the fair value hierarchy, fair value measurements in their entirety are categorized based on the lowest level input that is significant to the valuation. The Plan’s assessment of the significance of particular inputs to these fair value measurements requires judgment and considers factors specific to each asset.

Note 3 - Fair Value Measurements (Continued)

The following tables present information about the Plan’s assets measured at fair value on a recurring basis at December 31, 2024 and 2023:

	Assets Measured at Fair Value on a Recurring Basis at December 31, 2024			
	Investments (at Fair Value)	Level 1	Level 2	Level 3
Money market fund	$ 2,136,923	$ -	$ 2,136,923	$ -
Certificates of deposit	734,918	-	734,918	-
Debt securities	14,048,000	-	14,048,000	-
Government securities	32,024,148	-	32,024,148	-
Company common stock	402,694,073	-	-	402,694,073
Total	$ 451,638,062	$ -	$ 48,943,989	$ 402,694,073

	Assets Measured at Fair Value on a Recurring Basis at December 31, 2023			
	Investments (at Fair Value)	Level 1	Level 2	Level 3
Money market fund	$ 1,527,515	$ -	$ 1,527,515	$ -
Certificates of deposit	1,711,305	-	1,711,305	-
Debt securities	6,812,447	-	6,812,447	-
Government securities	44,271,602	-	44,271,602	-
Company common stock	380,832,700	-	-	380,832,700
Total	$ 435,155,569	$ -	$ 54,322,869	$ 380,832,700

There were no unfunded commitments or redemption restrictions on the investments described above.

There were no transfers, purchases, or issuances of the Plan's Level 3 assets during 2024 and 2023.

Note 4 - Note Payable to Plan Sponsor

On January 14, 2005, the Plan borrowed $50,000,000 from the Plan Sponsor to purchase 5,000,000 shares of the Plan Sponsor's common stock. The note is payable in annual installments of $833,451 plus accrued interest. The note carried an interest rate of 2.8 percent through December 31, 2022. Effective January 1, 2022, as part of an amendment to the note payable agreement, the interest rate was reduced to 1.82 percent. There are no payments due until 2031 as a result of prepayments made in prior years. The loan is secured by a pledge of the unallocated shares and may be prepaid without penalty. The Company has no rights against shares once they are allocated under the Plan. As the note is paid, a pro rata portion of the shares will be released to the active participant accounts.

The scheduled amortization of the note as of December 31, 2024 is as follows:

Years Ending	Amount
2025	$ -
2026	-
2027	-
2028	-
2029	-
Thereafter through 2045	13,512,257
Total	$ 13,512,257

Note 5 - Tax Status

The Plan has received a determination letter from the Internal Revenue Service indicating that the Plan, as designed, is qualified for tax-exempt treatment under the applicable section of the Internal Revenue Code (IRC). Although the Plan has been amended since receiving the determination letter, management believes that the Plan is designed and is currently being operated in compliance with the applicable requirements of the IRC.

Note 6 - Investments in Company Common Stock

The Plan's investments in company common stock at December 31, 2024 and 2023 are presented in the following table:

	2024		2023	
	Allocated	Unallocated	Allocated	Unallocated
Number of shares	1,330,774	1,261,066	1,323,613	1,342,536
Cost	$ 13,307,740	$ 12,610,660	$ 13,236,130	$ 13,425,360
Market	$ 206,762,273	$ 195,931,800	$ 189,064,886	$ 191,767,814

Schedule of Assets Held at End of Year

Form 5500, Schedule H, Line 4i
EIN 38-0695561, Plan No. 003
December 31, 2024

(a)(b) Identity of Issuer	(c) Description of Investment	(d) Cost	(e) Current Value
Project: WorldWide, Inc.	Project: WorldWide, Inc. common stock, 2,591,840 shares, $10 par value	$ 25,918,400	$ 402,694,073
Fidelity	Money market fund - Fidelity Treasury Portfolio I	2,136,923	2,136,923
	Certificates of deposit:		
Flagstar Bank National Association	CD DTD 03/30/2023 - 04/24/2025 5.25%	250,000	250,738
Sallie Mae Bank	CD DTD 07/01/2020 - 07/01/2025 0.8%	249,500	245,830
Texas Exchange Bank	CD DTD 07/17/2020 - 07/17/2026-2020 0.95%	249,875	238,350
	Total certificates of deposit	749,375	734,918
	Debt securities:		
Amegen Inc.	SR GLBL NT DTD 03/02/2023 - 03/02/2026-2024 5.507%	499,750	499,990
Athene	SR SEC FL DTD 08/27/2024 - 08/27/2026 6.3762%	260,000	260,671
Citibank North America	SR FLT NT DTD 11/19/2024 - 11/19/2027-2026 5.022%	400,000	400,672
First Horizon National Corp.	SR NT DTD 05/26/2020 - 05/26/2025 4%	297,774	298,602
Mercedes-Benz Finance North America	FRN SNR (144A) DTD 11/15/2024 - 11/15/2027 5.15%	400,000	401,064
Morgan Stanley Bank	SR FLT NT DTD 10/18/2024 - 10/15/2027-2026 5.015%	500,000	500,495
Morgan Stanley Bank	STP CPN SNR NTS Series I DTD 05/30/2023 - 05/30/2030-2025 5.5%	475,000	473,760
Swedbank	AB ADR MTN DTD 11/20/2024 - 11/20/2029 5.60002%	200,000	200,604
Americredit Auto Receivables	TR CMO DTD 11/24/2020 1.06% 08/18/2026	245,937	252,935
BWM Vehicle Lease Trust	2024-2 CMO DTD 10/07/2024 4.73696% 01/25/2027	475,000	475,356
BHG Securitization TRT	Series 2021-A DTD 05/0712021 1 .42% 11 /17/2033	102,905	100,618
Carmax Auto Owner Trust	Series 2024-4 CL A-28 DTD 11/05/2024	500,000	500,477
Carvana Auto Receivables Trust	Series 2021-P3 CL A-3 DTD 09/29/2021 .7% 11/10/2026	275,009	278,662
Carvana Auto Receivables Trust	TR 2021-P2 CMO DTD 06/24/2021 .8% 01/10/2027	963,962	969,607
Drive Auto Receivables Trust	Series 2021-3 CLASS C DTD 11/17/2021 1.47% 01/15/2027	4,856	4,948
Enterprise Fleet FIN LLC	2024-2 CMO DTD 04/30/2024 5.74%12/20/2026	749,951	756,327
Exeter Automobile Receivables Trust	Series 2024-1 CL A-3 DTD 01/31/2024 5.31% 08/16/2027	595,485	595,349
Federal Home Loan Mortgage Corp	REMIC Series KLU1 DTD 06/01/2019 2.51% 12/25/2025	506,831	480,316
Ford Credit Auto Owner Trust	Series 2022-A CLASS A-3 DTD 01/24/2022 1.29% 06/15/2026	91,148	92,275
Foursight Capital Auto Receivables Trust	Series 2021-2 CL D DTD 07/20/2021 1.92% 09/15/2027	297,645	297,990
GM Financial Automobile Leasing Trust	2023-1 CMO DTD 02/16/2023 5.16% 04/20/2026	90,597	90,931
GM Financial Consumer Automobile Trust	Series 2022-3 Class A-3 DTD 07/13/2022 3.64% 04/16/2027	293,849	296,597
Jack In The Box Funding LLC	Series 2022-1A Class A21 DTD 02/11/2022 3.445% 02/26/2052	378,000	359,245
John Deere Owner Trust	Series 2021-B CL A-3 DTD 07/21/2021.52% 03/16/2026	333,102	334,924
Kubota Credit Owner Trust	Series 2021-2 CL A-3 DTD 07/28/2021.56% 11/17/2025	279,382	280,921
Lad Auto Receivables	TR 2024-1 CMO DTD 02/14/2024 5.44%11/16/2026	121,856	122,256
Mercedes-Benz Auto Lease Trust	TR 2023-A CMO DTD 05/24/2023 4.74% 01/15/2027	375,682	378,892
Nissan Auto Receivables Trust	Series 2024-B CL A-2B DTD 10/23/2024 4.68385% 06/15/2027	200,000	200,152
PEAC Solutions Receivables	Series 2024-1A CL A1 144A DTD 06/25/2024 6.1% 06/20/2025	85,967	86,075
SBA Tower Trust	CMO DTD 09/13/2019 2.836% 01/15/2050	248,915	249,744
Santander Drive Auto Receivables Trust	Series 2021-1 Class D DTD 02/17/2021 1.13% 11/16/2026	66,440	67,889
Santander Drive Auto Receivables Trust	DTD 07/21/2021 1.33% 09/15/2027	533,381	539,981
Textainer Marine Containers	Series 2021-3A Class A 144A DTD 08/11/2021 1.94% 08/20/2046	366,603	320,225
Triton Container Finance	Series 2020-1 CLA DTD 09/21/2020 2.11% 09/20/2045	646,061	580,528
TRP	2021-2 A LLC DTD 06/15/2021 2.15% 06/17/2051	414,919	386,596
Verizon Master Trust	CMO DTD 01/25/2022 1.53% 07/20/2028	993,945	998,435
Westlake Auto Receivables	TR 2023-1 CMO DTD 01/20/2023 5.21% 01/18/2028	209,497	210,574
Westlake Auto Receivables	TR 2024-1 CMO DTD 03/14/2024 5.62% 03/15/2027	703,052	703,317
	Total debt securities	14,182,501	14,048,000
	Government securities:		
U.S. Treasury	Bill DTD 01/25/2024 - 01/23/2025 0%	492,803	498,765
U.S. Treasury	Bill DTD 08/01/2024 - 01/30/2025 0%	166,922	169,441
U.S. Treasury	Bill DTD 08/08/2024 - 02/06/2025 0%	7,569,745	7,618,635
U.S. Treasury	Bill DTD 10/01/2024 - 01/28/2025 0%	1,562,457	1,580,197
U.S. Treasury	Bill DTD 11/12/2024 - 03/11/2025 0%	5,206,657	5,208,473
U.S. Treasury	Bill DTD 12/03/2024 - 04/01/2025 0%	4,434,922	4,453,695
U.S. Treasury	Bill DTD 12/10/2024 - 04/08/2025 0%	162,756	163,162
Federal Home Loan Bank	DTD 06/24/2020 - 06/24/2027-2020 1.05%	402,597	371,493
Federal Home Loan Bank	DTD 02/28/2022 - 08/28/2025-2024 2.07%	231,325	231,618
Federal Home Loan Bank	DTD 10/03/2024 - 10/01/2029-2024 5%	5,200,000	5,187,052
Federal Home Loan Bank	DTD 10/15/2024 - 10/15/2029-2024 5.25%	250,000	249,773
Federal Home Loan Bank	DTD 11/22/2024 - 11/14/2029-2025 5.15%	300,000	299,637
Federal Home Loan Bank	DTD 12/27/2024 - 12/17/2029-2025 5.25%	500,000	498,980

Schedule of Assets Held at End of Year (Continued)

Form 5500, Schedule H, Line 4i
EIN 38-0695561, Plan No. 003
December 31, 2024

(a)(b) Identity of Issuer	(c) Description of Investment	(d) Cost	(e) Current Value
Federal Farm Credit Bank	DTD 07/01/2020 - 07/01/2027-2021 1%	$ 189,810	$ 174,806
Federal Farm Credit Bank	DTD 09/11/2024 - 9/11/2030-2025 5.12%	834,583	833,497
Federal Home Loan Mortgage Corp.	DTD 07/16/2020 - 10/16/2026-2020 0.9%	604,879	569,329
Federal Home Loan Mortgage Corp.	DTD 09/30/2020 - 09/30/2025-2022 0.5%	499,500	486,240
Federal Home Loan Mortgage Corp.	DTD 10/13/2020 - 10/13/2027-2021 0.9%	499,250	454,510
Federal Home Loan Mortgage Corp.	DTD 11/21/2024 - 11/21/2029-2025 5.3%	1,474,753	1,475,236
Federal Home Loan Mortgage Corp.	DTD 09/23/2024 - 09/23/2027-2024 5%	1,499,925	1,499,609
	Total government securities	32,082,884	32,024,148
	Total	**$ 75,070,083**	**$ 451,638,062**

Schedule of Reportable Transactions

Form 5500, Schedule H, Line 4j
EIN 38-0695561, Plan No. 003
Year Ended December 31, 2024

(a) Identity of Party Involved	(b) Description of Asset	(c) Purchase Price	(d) Selling Price	(g) Cost of Asset	(h) Current Value of Asset on Transaction Date	(i) Net Gain
Category (iii) - A series of transactions with respect to securities of the same issue that amount in the aggregate to more than 5 percent of the beginning value of the total plan assets:						
Fidelity	Fidelity Treasury Portfolio I:					
	Purchases - 139	$ 144,757,040	$ -	$ 144,757,040	$ 144,757,040	$ -
	Sales - 92	-	144,147,632	144,147,632	144,147,632	-
U.S. Treasury	Bill DTD 02/29/2024 - 8/29/2024 0%:					
	Purchases - 1	16,658,694	-	16,658,694	16,658,694	-
	Sales - 1	-	16,980,198	16,658,694	16,980,198	321,504

There were no Category (i), (ii), or (iv) reportable transactions during the year.

Project: WorldWide, Inc.
Employee Stock Ownership Plan

Financial Report

December 31, 2024

Contents

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Independent Auditor's Report

To the Board of Directors
Project: WorldWide, Inc. Employee Stock
Ownership Plan

Opinion

We have audited the financial statements of Project: WorldWide, Inc. Employee Stock Ownership Plan (the "Plan"), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), which comprise the statement 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.

In our opinion, the accompanying financial statements referred to above present fairly, in all material respects, the net assets available for benefits of the Plan as of December 31, 2024 and 2023 and the changes in net assets available for benefits for the year ended December 31, 2024 in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinion

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

Emphasis of Matter

As explained in Note 3, the financial statements include investments valued at approximately $403,000,000 at December 31, 2024 and $381,000,000 at December 31, 2023, whose fair values have been estimated by management in the absence of readily determinable market values. Management's estimates are based on information provided by independent appraisers, management's projections, and guideline market data. Our opinion is not modified with respect to this matter.

Responsibilities of Management for the Financial Statements

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

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

Auditor's Responsibilities for the Audits of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and, therefore, is not a guarantee that audits 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 audits in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audits.
- 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 audits in order to design audit procedures that are appropriate in the circumstances but not for the purpose of expressing an opinion on the effectiveness of the Plan's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for a reasonable period of time.

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

Supplemental Schedules Required by ERISA

Our audits were conducted for the purpose of forming an opinion on the financial statements as a whole. The supplemental schedules of assets held at end of year as of December 31, 2024 and reportable transactions for the year ended December 31, 2024 are presented for the purpose of additional analysis and are not a required part of the financial statements but are supplemental information required by the Department of Labor's (DOL) Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of the Plan's management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information has been subjected to the auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS.

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

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

Plante & Moran, PLLC

Auburn Hills, Michigan
October 1, 2025

Statement of Net Assets Available for Benefits

December 31, 2024 and 2023

	2024			2023		
	Allocated	Unallocated	Total	Allocated	Unallocated	Total
Assets						
Non-participant-directed investments:						
Money market fund	$ 2,136,923	$ -	$ 2,136,923	$ 1,527,515	$ -	$ 1,527,515
Certificates of deposit	734,918	-	734,918	1,711,305	-	1,711,305
Debt securities	14,048,000	-	14,048,000	6,812,447	-	6,812,447
Government securities	32,024,148	-	32,024,148	44,271,602	-	44,271,602
Project: WorldWide, Inc. common stock	206,762,273	195,931,800	402,694,073	189,064,886	191,767,814	380,832,700
Total non-participant-directed investments	255,706,262	195,931,800	451,638,062	243,387,755	191,767,814	435,155,569
Contributions receivable - Employer	848,521	62,660	911,181	856,600	65,916	922,516
Cash	5,618	-	5,618	-	-	-
Accrued interest income	156,277	-	156,277	132,199	-	132,199
Total assets	256,716,678	195,994,460	452,711,138	244,376,554	191,833,730	436,210,284
Liabilities						
Note payable to Plan Sponsor (Note 4)	-	13,512,257	13,512,257	-	14,368,857	14,368,857
Accrued interest	-	62,660	62,660	-	65,916	65,916
Due to broker for securities purchased	-	-	-	409,414	-	409,414
Total liabilities	-	13,574,917	13,574,917	409,414	14,434,773	14,844,187
Net Assets Available for Benefits	**$ 256,716,678**	**$ 182,419,543**	**$ 439,136,221**	**$ 243,967,140**	**$ 177,398,957**	**$ 421,366,097**

See notes to financial statements.

Project: WorldWide, Inc. Employee Stock Ownership Plan

Statement of Changes in Net Assets Available for Benefits

Year Ended December 31, 2024

	Allocated	Unallocated	Total
Additions			
Contributions - Employer	$ 848,521	$ 246,597	$ 1,095,118
Investment income:			
Interest and dividends	2,272,773	-	2,272,773
Net realized and unrealized gains on investments	16,315,362	16,821,973	33,137,335
Net investment income	18,588,135	16,821,973	35,410,108
Allocation of 81,470 shares of Project: WorldWide, Inc. common stock	12,657,988	-	12,657,988
Allocation of cash and other transfers for debt service requirements	-	856,601	856,601
Total additions	32,094,644	17,925,171	50,019,815
Deductions			
Benefits paid directly to participants or beneficiaries	18,411,287	-	18,411,287
Interest expense on note payable to Plan Sponsor	-	246,597	246,597
Administrative expenses	77,218	-	77,218
Allocation of 81,470 shares of Project: WorldWide, Inc. common stock	-	12,657,988	12,657,988
Allocation of cash and other transfers for debt service requirements	856,601	-	856,601
Total deductions	19,345,106	12,904,585	32,249,691
Net Increase	12,749,538	5,020,586	17,770,124
Net Assets Available for Benefits			
Beginning of year	243,967,140	177,398,957	421,366,097
End of year	**$ 256,716,678**	**$ 182,419,543**	**$ 439,136,221**

See notes to financial statements.

Note 1 - Plan Description

The following description of Project: WorldWide, Inc. Employee Stock Ownership Plan (the "Plan") provides only general information. Participants should refer to the plan document for a more complete description of the Plan's provisions.

General

The Plan is a defined contribution plan covering primarily the nonunion U.S. employees of Project: WorldWide, Inc. (the "Plan Sponsor" or the "Company") and certain subsidiaries and affiliated entities. The Plan operates as a leveraged employee stock ownership plan. Employees covered under a collective bargaining agreement, nonresident aliens, leased employees, contract employees, and independent contractors are not eligible to participate in the Plan. Participants are not required or permitted to make contributions to the Plan. An employee generally becomes eligible to be a participant in the Plan after completing 1,000 hours within 12 months of service and upon attainment of age 18. Participants employed by the Company on the last day of the plan year are entitled to share in the allocation of company discretionary and matching contributions and/or forfeitures for that year. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA).

On January 14, 2005, the Plan purchased 5,000,000 shares of the Plan Sponsor's common stock using the proceeds of borrowings from the Plan Sponsor. The borrowings are being repaid over a period of 40 years by fully deductible company contributions to the Plan. As the Plan makes each payment of principal and interest, an appropriate percentage of shares is allocated to participants' accounts as of the related year end in accordance with applicable regulations. Participants eligible for benefits before the shares are allocated receive an appropriate percentage of the company contribution designated for principal repayment.

The borrowings are collateralized by the unallocated shares of common stock. The Plan Sponsor has no rights against shares once they are allocated under the Plan. Accordingly, the financial statements of the Plan present separately the assets and liabilities and changes therein pertaining to (a) the accounts of employees with rights in allocated assets (allocated) and (b) assets not yet allocated to employees (unallocated).

Contributions

The Company may make discretionary contributions, as determined annually by the board of directors; however, the annual contributions must be at least equal to the amount the Plan is obligated to pay on the acquisition loan. Company discretionary contributions may be in cash or company stock. Discretionary contributions are allocated to eligible participants' accounts based upon the participants' eligible compensation as a percentage of total compensation, not to exceed Internal Revenue Service (IRS) limitations. In general, the annual additions to an individual participant's account in a plan year may not exceed the lesser of 100 percent of the participant's eligible compensation or $69,000 for the year ended December 31, 2024.

Vesting

Participant account balances relating to company contributions are generally vested 20 percent per year after completing three years of service until fully vested. Effective January 1, 2024, participants are generally vested 20 percent per year after completing two years of service until fully vested. Participant account balances are fully vested upon normal retirement, disability, or death. A participant is eligible to receive an allocation of company contributions and participant forfeitures for the plan year in which retirement, disability, or death occurs.

New participants from company acquisitions after plan inception are generally not granted credit for prior service.

Note 1 - Plan Description (Continued)

Forfeitures

Forfeitures of terminated participants' nonvested account balances are reallocated to the remaining eligible participants in the same manner as company contributions.

Participant Accounts

Participant accounts are credited with the allocated company contributions plus an allocation of plan earnings (losses). Allocation of plan earnings (losses) is based on the individual participant account balances. Participant accounts are also charged with an allocation of administrative expenses. A participant is entitled to his or her vested balance in the participant's account.

Benefit Payments

Upon retirement, disability, or death, the Plan provides for distributions to be made in a single lump-sum distribution, commencing as soon as practicable following the close of the plan year in which the event occurred. Upon termination for other reasons, the distribution is delayed one year from the close of the plan year in which the employee terminates. The distribution amount is calculated using the share value determined at the end of the year in which the termination event occurred. The current distribution policy allows the participant to take a distribution of up to $25,000 per year, not to exceed five years. Effective January 1, 2024, the distribution policy was amended to allow participants to take a distribution of up to $50,000 per year, not to exceed five years. Participants have the option to withdraw from the Plan or leave their cash account balances in the Plan. In the case of a distribution that would take more than five years, the distribution amount would be equally distributed over a period of five years. If an employee is terminated with cause or terminates their employment to work for a competitor of the Company, his or her distribution is made as soon as feasibly possible over a five-year period following the close of the fifth plan year after the employee's termination date. In the year after participants terminate, either the Company or eligible active participants, as defined by the plan document, may repurchase their shares. Either cash from the accounts of active participants within the Plan is used to purchase the shares, which are reallocated into their accounts, or the shares are purchased by the Company. During 2024, the Company paid $8,560,890 to redeem 59,933 shares from certain terminated employees. Active participants paid $4,076,571 to reallocate 28,539 shares from certain terminated employees.

The Plan offers a statutory diversification option to participants who attained age 55 and had at least 10 years of service as of the current qualified election period, as defined by the plan document. Statutory diversification allows participants to redeem a percentage of a participant's allocated shares as of the beginning of the year, including adjustments for previously diversified or distributed shares. During 2024, 14,376 shares were redeemed under the statutory diversification option, resulting in benefit payments of $2,053,483.

The Plan may also offer a special diversification option to current participants, which allows up to 15 percent of a participant's allocated shares as of the beginning of the year to be redeemed. A participant must be fully vested in order to participate in the special diversification. The redeemed amount for the Plan as a whole cannot exceed the lesser of 15 percent of the allocated shares of the Company's stock, or an amount determined annually by the board of directors. The shares that participants elect to diversify are distributed in cash, transferred to the 401(k) plan, or rolled over to an IRA or other qualified plan. During 2024, no shares were redeemed under the special diversification option.

Voting Rights

Each participant is entitled to direct the trustee as to the exercise of shareholder voting rights attributable to the shares of the company stock then allocated to his or her account. The trustee shall vote in accordance with the instructions so received. The trustee shall vote any shares of company stock held in the loan suspense account and any allocated shares of the company stock as to which no voting instructions have been received, as directed by the administrator.

Note 1 - Plan Description (Continued)

Party-in-interest Transactions

The Plan invests in the Company's common stock. The Company is the Plan Sponsor. In addition, the Plan has a note payable to the Company of $13,512,257 and $14,368,857 as of December 31, 2024 and 2023, respectively. Various administrative costs are also paid by the Company. These transactions qualify as party-in-interest transactions, as defined under ERISA guidelines.

Termination

While it has not expressed any intent to do so, the Company has the right under the Plan to discontinue its contributions at any time and to terminate the Plan subject to the provisions of ERISA. Upon termination of the Plan, participants become 100 percent vested in their account balances. Additionally, shares of financed common stock held in the loan suspense account are to be sold to the extent it is determined such sale is necessary in order to repay the loan.

Note 2 - Summary of Significant Accounting Policies

Investment Valuation

The Plan's investments are stated at fair value. Purchases and sales of securities are recorded on a trade-date basis. Interest income is recorded as earned. Dividends are recorded on the ex-dividend date.

The fair value of the company common stock as of December 31, 2024 and 2023 was valued at $155.37 and $142.84 per share, respectively. The company common stock is classified as a Level 3 investment based on the fair value determined through third-party appraisal, which utilized a combination of both market and income approaches, including the discounted cash flow method and the guideline company method. The unobservable inputs for the discounted cash flow method were the weighted-average cost of capital, revenue growth, and discount for limited marketability. The unobservable input for the guideline company method was income growth.

The money market fund and certificates of deposit are valued at fair value based on their outstanding balances.

The government securities and debt securities are valued using quoted market prices and/or other market data for the same or comparable instruments and transactions in establishing these prices, discounted cash flow models, and other pricing models. These models are primarily industry-standard models that consider various assumptions, including time value and yield curve, as well as other relevant economic measures. See Note 3 for additional information.

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

Use of Estimates

The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the amounts reported in the financial statements and accompanying notes, including the valuation of company common stock. Application of these assumptions requires the exercise of judgment as to future uncertainties, and, as a result, actual results could differ from those estimates.

Note 2 - Summary of Significant Accounting Policies (Continued)

Risks and Uncertainties

The investment in company common stock is exposed to various risks. Due to the level of risk associated with the investment in company common stock, it is reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect the amounts reported in the financial statements.

Benefit Payments

Benefit payments are recorded when paid.

Subsequent Events

The financial statements and related disclosures include evaluation of events up through and including October 1, 2025, which is the date the financial statements were available to be issued.

Note 3 - Fair Value Measurements

Accounting standards require certain assets and liabilities be reported at fair value in the financial statements and provide a framework for establishing that fair value. The framework for determining fair value is based on a hierarchy that prioritizes the valuation techniques and inputs used to measure fair value.

Level 1

Fair values determined by Level 1 inputs use quoted prices in active markets for identical assets that the Plan has the ability to access.

Level 2

Fair values determined by Level 2 inputs use other inputs that are observable, either directly or indirectly. These Level 2 inputs include quoted prices for similar assets in active markets, quoted prices for identical or similar assets in markets that are not active, and inputs other than quoted prices that are observable for the asset.

Level 3

Level 3 inputs are unobservable inputs, including inputs that are available in situations where there is little, if any, market activity for the related asset.

In instances where inputs used to measure fair value fall into different levels of the fair value hierarchy, fair value measurements in their entirety are categorized based on the lowest level input that is significant to the valuation. The Plan’s assessment of the significance of particular inputs to these fair value measurements requires judgment and considers factors specific to each asset.

Note 3 - Fair Value Measurements (Continued)

The following tables present information about the Plan's assets measured at fair value on a recurring basis at December 31, 2024 and 2023:

	Assets Measured at Fair Value on a Recurring Basis at December 31, 2024			
	Investments (at Fair Value)	Level 1	Level 2	Level 3
Money market fund	$ 2,136,923	$ -	$ 2,136,923	$ -
Certificates of deposit	734,918	-	734,918	-
Debt securities	14,048,000	-	14,048,000	-
Government securities	32,024,148	-	32,024,148	-
Company common stock	402,694,073	-	-	402,694,073
Total	$ 451,638,062	$ -	$ 48,943,989	$ 402,694,073

	Assets Measured at Fair Value on a Recurring Basis at December 31, 2023			
	Investments (at Fair Value)	Level 1	Level 2	Level 3
Money market fund	$ 1,527,515	$ -	$ 1,527,515	$ -
Certificates of deposit	1,711,305	-	1,711,305	-
Debt securities	6,812,447	-	6,812,447	-
Government securities	44,271,602	-	44,271,602	-
Company common stock	380,832,700	-	-	380,832,700
Total	$ 435,155,569	$ -	$ 54,322,869	$ 380,832,700

There were no unfunded commitments or redemption restrictions on the investments described above.

There were no transfers, purchases, or issuances of the Plan's Level 3 assets during 2024 and 2023.

Note 4 - Note Payable to Plan Sponsor

On January 14, 2005, the Plan borrowed $50,000,000 from the Plan Sponsor to purchase 5,000,000 shares of the Plan Sponsor's common stock. The note is payable in annual installments of $833,451 plus accrued interest. The note carried an interest rate of 2.8 percent through December 31, 2022. Effective January 1, 2022, as part of an amendment to the note payable agreement, the interest rate was reduced to 1.82 percent. There are no payments due until 2031 as a result of prepayments made in prior years. The loan is secured by a pledge of the unallocated shares and may be prepaid without penalty. The Company has no rights against shares once they are allocated under the Plan. As the note is paid, a pro rata portion of the shares will be released to the active participant accounts.

The scheduled amortization of the note as of December 31, 2024 is as follows:

Years Ending	Amount
2025	$ -
2026	-
2027	-
2028	-
2029	-
Thereafter through 2045	13,512,257
Total	$ 13,512,257

Note 5 - Tax Status

The Plan has received a determination letter from the Internal Revenue Service indicating that the Plan, as designed, is qualified for tax-exempt treatment under the applicable section of the Internal Revenue Code (IRC). Although the Plan has been amended since receiving the determination letter, management believes that the Plan is designed and is currently being operated in compliance with the applicable requirements of the IRC.

Note 6 - Investments in Company Common Stock

The Plan's investments in company common stock at December 31, 2024 and 2023 are presented in the following table:

	2024		2023	
	Allocated	Unallocated	Allocated	Unallocated
Number of shares	1,330,774	1,261,066	1,323,613	1,342,536
Cost	$ 13,307,740	$ 12,610,660	$ 13,236,130	$ 13,425,360
Market	$ 206,762,273	$ 195,931,800	$ 189,064,886	$ 191,767,814

Schedule of Assets Held at End of Year

Form 5500, Schedule H, Line 4i
EIN 38-0695561, Plan No. 003
December 31, 2024

(a)(b) Identity of Issuer	(c) Description of Investment	(d) Cost	(e) Current Value
Project: WorldWide, Inc.	Project: WorldWide, Inc. common stock, 2,591,840 shares, $10 par value	$ 25,918,400	$ 402,694,073
Fidelity	Money market fund - Fidelity Treasury Portfolio I	2,136,923	2,136,923
	Certificates of deposit:		
Flagstar Bank National Association	CD DTD 03/30/2023 - 04/24/2025 5.25%	250,000	250,738
Sallie Mae Bank	CD DTD 07/01/2020 - 07/01/2025 0.8%	249,500	245,830
Texas Exchange Bank	CD DTD 07/17/2020 - 07/17/2026-2020 0.95%	249,875	238,350
	Total certificates of deposit	749,375	734,918
	Debt securities:		
Amegen Inc.	SR GLBL NT DTD 03/02/2023 - 03/02/2026-2024 5.507%	499,750	499,990
Athene	SR SEC FL DTD 08/27/2024 - 08/27/2026 6.3762%	260,000	260,671
Citibank North America	SR FLT NT DTD 11/19/2024 - 11/19/2027-2026 5.022%	400,000	400,672
First Horizon National Corp.	SR NT DTD 05/26/2020 - 05/26/2025 4%	297,774	298,602
Mercedes-Benz Finance North America	FRN SNR (144A) DTD 11/15/2024 - 11/15/2027 5.15%	400,000	401,064
Morgan Stanley Bank	SR FLT NT DTD 10/18/2024 - 10/15/2027-2026 5.015%	500,000	500,495
Morgan Stanley Bank	STP CPN SNR NTS Series I DTD 05/30/2023 - 05/30/2030-2025 5.5%	475,000	473,760
Swedbank	AB ADR MTN DTD 11/20/2024 - 11/20/2029 5.60002%	200,000	200,604
Americredit Auto Receivables	TR CMO DTD 11/24/2020 1.06% 08/18/2026	245,937	252,935
BWM Vehicle Lease Trust	2024-2 CMO DTD 10/07/2024 4.73696% 01/25/2027	475,000	475,356
BHG Securitization TRT	Series 2021-A DTD 05/0712021 1 .42% 11 /17/2033	102,905	100,618
Carmax Auto Owner Trust	Series 2024-4 CL A-28 DTD 11/05/2024	500,000	500,477
Carvana Auto Receivables Trust	Series 2021-P3 CL A-3 DTD 09/29/2021 .7% 11/10/2026	275,009	278,662
Carvana Auto Receivables Trust	TR 2021-P2 CMO DTD 06/24/2021 .8% 01/10/2027	963,962	969,607
Drive Auto Receivables Trust	Series 2021-3 CLASS C DTD 11/17/2021 1.47% 01/15/2027	4,856	4,948
Enterprise Fleet FIN LLC	2024-2 CMO DTD 04/30/2024 5.74%12/20/2026	749,951	756,327
Exeter Automobile Receivables Trust	Series 2024-1 CL A-3 DTD 01/31/2024 5.31% 08/16/2027	595,485	595,349
Federal Home Loan Mortgage Corp	REMIC Series KLU1 DTD 06/01/2019 2.51% 12/25/2025	506,831	480,316
Ford Credit Auto Owner Trust	Series 2022-A CLASS A-3 DTD 01/24/2022 1.29% 06/15/2026	91,148	92,275
Foursight Capital Auto Receivables Trust	Series 2021-2 CL D DTD 07/20/2021 1.92% 09/15/2027	297,645	297,990
GM Financial Automobile Leasing Trust	2023-1 CMO DTD 02/16/2023 5.16% 04/20/2026	90,597	90,931
GM Financial Consumer Automobile Trust	Series 2022-3 Class A-3 DTD 07/13/2022 3.64% 04/16/2027	293,849	296,597
Jack In The Box Funding LLC	Series 2022-1A Class A21 DTD 02/11/2022 3.445% 02/26/2052	378,000	359,245
John Deere Owner Trust	Series 2021-B CL A-3 DTD 07/21/2021.52% 03/16/2026	333,102	334,924
Kubota Credit Owner Trust	Series 2021-2 CL A-3 DTD 07/28/2021.56% 11/17/2025	279,382	280,921
Lad Auto Receivables	TR 2024-1 CMO DTD 02/14/2024 5.44%11/16/2026	121,856	122,256
Mercedes-Benz Auto Lease Trust	TR 2023-A CMO DTD 05/24/2023 4.74% 01/15/2027	375,682	378,892
Nissan Auto Receivables Trust	Series 2024-B CL A-2B DTD 10/23/2024 4.68385% 06/15/2027	200,000	200,152
PEAC Solutions Receivables	Series 2024-1A CL A1 144A DTD 06/25/2024 6.1% 06/20/2025	85,967	86,075
SBA Tower Trust	CMO DTD 09/13/2019 2.836% 01/15/2050	248,915	249,744
Santander Drive Auto Receivables Trust	Series 2021-1 Class D DTD 02/17/2021 1.13% 11/16/2026	66,440	67,889
Santander Drive Auto Receivables Trust	DTD 07/21/2021 1.33% 09/15/2027	533,381	539,981
Textainer Marine Containers	Series 2021-3A Class A 144A DTD 08/11/2021 1.94% 08/20/2046	366,603	320,225
Triton Container Finance	Series 2020-1 CLA DTD 09/21/2020 2.11% 09/20/2045	646,061	580,528
TRP	2021-2 A LLC DTD 06/15/2021 2.15% 06/17/2051	414,919	386,596
Verizon Master Trust	CMO DTD 01/25/2022 1.53% 07/20/2028	993,945	998,435
Westlake Auto Receivables	TR 2023-1 CMO DTD 01/20/2023 5.21% 01/18/2028	209,497	210,574
Westlake Auto Receivables	TR 2024-1 CMO DTD 03/14/2024 5.62% 03/15/2027	703,052	703,317
	Total debt securities	14,182,501	14,048,000
	Government securities:		
U.S. Treasury	Bill DTD 01/25/2024 - 01/23/2025 0%	492,803	498,765
U.S. Treasury	Bill DTD 08/01/2024 - 01/30/2025 0%	166,922	169,441
U.S. Treasury	Bill DTD 08/08/2024 - 02/06/2025 0%	7,569,745	7,618,635
U.S. Treasury	Bill DTD 10/01/2024 - 01/28/2025 0%	1,562,457	1,580,197
U.S. Treasury	Bill DTD 11/12/2024 - 03/11/2025 0%	5,206,657	5,208,473
U.S. Treasury	Bill DTD 12/03/2024 - 04/01/2025 0%	4,434,922	4,453,695
U.S. Treasury	Bill DTD 12/10/2024 - 04/08/2025 0%	162,756	163,162
Federal Home Loan Bank	DTD 06/24/2020 - 06/24/2027-2020 1.05%	402,597	371,493
Federal Home Loan Bank	DTD 02/28/2022 - 08/28/2025-2024 2.07%	231,325	231,618
Federal Home Loan Bank	DTD 10/03/2024 - 10/01/2029-2024 5%	5,200,000	5,187,052
Federal Home Loan Bank	DTD 10/15/2024 - 10/15/2029-2024 5.25%	250,000	249,773
Federal Home Loan Bank	DTD 11/22/2024 - 11/14/2029-2025 5.15%	300,000	299,637
Federal Home Loan Bank	DTD 12/27/2024 - 12/17/2029-2025 5.25%	500,000	498,980

Schedule of Assets Held at End of Year (Continued)

Form 5500, Schedule H, Line 4i
EIN 38-0695561, Plan No. 003
December 31, 2024

(a)(b) Identity of Issuer	(c) Description of Investment	(d) Cost	(e) Current Value
Federal Farm Credit Bank	DTD 07/01/2020 - 07/01/2027-2021 1%	$ 189,810	$ 174,806
Federal Farm Credit Bank	DTD 09/11/2024 - 9/11/2030-2025 5.12%	834,583	833,497
Federal Home Loan Mortgage Corp.	DTD 07/16/2020 - 10/16/2026-2020 0.9%	604,879	569,329
Federal Home Loan Mortgage Corp.	DTD 09/30/2020 - 09/30/2025-2022 0.5%	499,500	486,240
Federal Home Loan Mortgage Corp.	DTD 10/13/2020 - 10/13/2027-2021 0.9%	499,250	454,510
Federal Home Loan Mortgage Corp.	DTD 11/21/2024 - 11/21/2029-2025 5.3%	1,474,753	1,475,236
Federal Home Loan Mortgage Corp.	DTD 09/23/2024 - 09/23/2027-2024 5%	1,499,925	1,499,609
	Total government securities	32,082,884	32,024,148
	Total	**$ 75,070,083**	**$ 451,638,062**

Schedule of Reportable Transactions

Form 5500, Schedule H, Line 4j
EIN 38-0695561, Plan No. 003
Year Ended December 31, 2024

(a) Identity of Party Involved	(b) Description of Asset	(c) Purchase Price	(d) Selling Price	(g) Cost of Asset	(h) Current Value of Asset on Transaction Date	(i) Net Gain
Category (iii) - A series of transactions with respect to securities of the same issue that amount in the aggregate to more than 5 percent of the beginning value of the total plan assets:						
Fidelity	Fidelity Treasury Portfolio I:					
	Purchases - 139	$ 144,757,040	$ -	$ 144,757,040	$ 144,757,040	$ -
	Sales - 92	-	144,147,632	144,147,632	144,147,632	-
U.S. Treasury	Bill DTD 02/29/2024 - 8/29/2024 0%:					
	Purchases - 1	16,658,694	-	16,658,694	16,658,694	-
	Sales - 1	-	16,980,198	16,658,694	16,980,198	321,504

There were no Category (i), (ii), or (iv) reportable transactions during the year.