

<p style="text-align: center;">Form 5500</p> <p style="font-size: small;">Department of the Treasury Internal Revenue Service</p> <hr/> <p style="font-size: small;">Department of Labor Employee Benefits Security Administration</p> <hr/> <p style="font-size: x-small;">Pension Benefit Guaranty Corporation</p>	<p>Annual Return/Report of Employee Benefit Plan</p> <p style="font-size: x-small;">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).</p> <p style="text-align: center;">▶ Complete all entries in accordance with the instructions to the Form 5500.</p>	<p style="font-size: x-small;">OMB Nos. 1210-0110 1210-0089</p> <hr/> <p style="font-size: large; text-align: center;">2024</p> <hr/> <p style="text-align: center;">This Form is Open to Public Inspection</p>
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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.)

a single-employer plan a DFE (specify) _____

B This return/report is: the first return/report the final return/report

an amended return/report a short plan year return/report (less than 12 months)

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

D Check box if filing under: Form 5558 automatic extension the DFVC program

special extension (enter description)

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

Part II Basic Plan Information—enter all requested information

<p>1a Name of plan <u>PENDO.IO, INC. RETIREMENT PLAN</u></p>	<p>1b Three-digit plan number (PN) ▶ <u>001</u></p>
<p>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) <u>PENDO.IO, INC.</u></p> <p><u>301 HILLSBOROUGH ST</u> <u>SUITE 1900</u> <u>RALEIGH, NC 27603</u></p>	<p>1c Effective date of plan <u>01/01/2019</u></p> <p>2b Employer Identification Number (EIN) <u>46-3519724</u></p> <p>2c Plan Sponsor's telephone number <u>877-320-8484</u></p> <p>2d Business code (see instructions) <u>541519</u></p>

Caution: A penalty for the late or incomplete filing of this return/report will be assessed unless reasonable cause is established.

Under penalties of perjury and other penalties set forth in the instructions, I declare that I have examined this return/report, including accompanying schedules, statements and attachments, as well as the electronic version of this return/report, and to the best of my knowledge and belief, it is true, correct, and complete.

SIGN HERE	Filed with authorized/valid electronic signature.	10/14/2025	JENNIFER KAELIN
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE			
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

3a Plan administrator's name and address <input checked="" type="checkbox"/> 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	778
6 Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines 6a(1) , 6a(2) , 6b , 6c , and 6d). a(1) Total number of active participants at the beginning of the plan year a(2) Total number of active participants at the end of the plan year b Retired or separated participants receiving benefits..... c Other retired or separated participants entitled to future benefits d Subtotal. Add lines 6a(2) , 6b , and 6c e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits. f Total. Add lines 6d and 6e g(1) Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item) g(2) Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item) h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested.....	6a(1)	554
	6a(2)	660
	6b	0
	6c	506
	6d	1166
	6e	0
	6f	1166
	6g(1)	758
6g(2)	1130	
6h	0	
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	7	

8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions:
2E 2F 2G 2J 2K 2S 2T 3D

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)	9b Plan benefit arrangement (check all that apply)
(1) <input type="checkbox"/> Insurance	(1) <input type="checkbox"/> Insurance
(2) <input type="checkbox"/> Code section 412(e)(3) insurance contracts	(2) <input type="checkbox"/> Code section 412(e)(3) insurance contracts
(3) <input checked="" type="checkbox"/> Trust	(3) <input checked="" type="checkbox"/> Trust
(4) <input type="checkbox"/> General assets of the sponsor	(4) <input type="checkbox"/> 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	b General Schedules
(1) <input checked="" type="checkbox"/> R (Retirement Plan Information)	(1) <input checked="" type="checkbox"/> H (Financial Information)
(2) <input type="checkbox"/> MB (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary	(2) <input type="checkbox"/> I (Financial Information – Small Plan)
(3) <input type="checkbox"/> SB (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary	(3) <input type="checkbox"/> A (Insurance Information) – Number Attached <u>0</u>
(4) <input type="checkbox"/> DCG (Individual Plan Information) – Number Attached _____	(4) <input checked="" type="checkbox"/> C (Service Provider Information)
(5) <input type="checkbox"/> MEP (Multiple-Employer Retirement Plan Information)	(5) <input type="checkbox"/> D (DFE/Participating Plan Information)
	(6) <input type="checkbox"/> 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) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	Service Provider Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ File as an attachment to Form 5500.	<small>OMB No. 1210-0110</small> 2024 This Form is Open to Public Inspection.
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For calendar plan year 2024 or fiscal plan year beginning **01/01/2024** and ending **12/31/2024**

A Name of plan PENDO.IO, INC. RETIREMENT PLAN	B Three-digit plan number (PN) ▶	001
C Plan sponsor's name as shown on line 2a of Form 5500 PENDO.IO, INC.	D Employer Identification Number (EIN) 46-3519724	

Part I Service Provider Information (see instructions)

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

1 Information on Persons Receiving Only Eligible Indirect Compensation

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

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

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

FIDELITY INVESTMENTS INSTITUTIONAL

04-2647786

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

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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)

PENSIONMARK FINANCIAL GROUP LLC

61-1758632

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
27	ADVISOR	75361	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

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

STRATEGIC ADVISORS, INC.

04-2654524

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
27	ADVISOR	19827	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

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

FIDELITY INVESTMENTS INSTITUTIONAL

04-2647786

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
64 65	RECORDKEEPER	-106488	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	0	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>

Part I Service Provider Information (continued)

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

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

Part II Service Providers Who Fail or Refuse to Provide Information

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

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

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

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

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

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

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

SCHEDULE H (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	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.	<small>OMB No. 1210-0110</small> 2024 This Form is Open to Public Inspection
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For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024	
A Name of plan PENDO.IO, INC. RETIREMENT PLAN	B Three-digit plan number (PN) ▶ 001
C Plan sponsor's name as shown on line 2a of Form 5500 PENDO.IO, INC.	D Employer Identification Number (EIN) 46-3519724

Part I	Asset and Liability Statement
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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.

		(a) Beginning of Year	(b) End of Year
Assets			
a Total noninterest-bearing cash	1a	0	0
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)	0	0
(2) Participant contributions	1b(2)	0	0
(3) Other	1b(3)	0	0
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)	542147	1136257
(2) U.S. Government securities	1c(2)	0	0
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)	0	0
(B) All other	1c(3)(B)	0	0
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)	0	0
(B) Common	1c(4)(B)	0	0
(5) Partnership/joint venture interests	1c(5)	0	0
(6) Real estate (other than employer real property)	1c(6)	0	0
(7) Loans (other than to participants)	1c(7)	0	0
(8) Participant loans	1c(8)	0	0
(9) Value of interest in common/collective trusts	1c(9)	0	0
(10) Value of interest in pooled separate accounts	1c(10)	0	0
(11) Value of interest in master trust investment accounts	1c(11)	0	0
(12) Value of interest in 103-12 investment entities	1c(12)	0	0
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)	37931644	52292298
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)	0	0
(15) Other	1c(15)	0	0

1d Employer-related investments:		(a) Beginning of Year	(b) End of Year
(1) Employer securities.....	1d(1)	0	0
(2) Employer real property.....	1d(2)	0	0
e Buildings and other property used in plan operation.....	1e	0	0
f Total assets (add all amounts in lines 1a through 1e).....	1f	38473791	53428555
Liabilities			
g Benefit claims payable.....	1g	0	0
h Operating payables.....	1h	0	0
i Acquisition indebtedness.....	1i	0	0
j Other liabilities.....	1j	0	0
k Total liabilities (add all amounts in lines 1g through 1j).....	1k	0	0
Net Assets			
l Net assets (subtract line 1k from line 1f).....	1l	38473791	53428555

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)	1451617	
(B) Participants.....	2a(1)(B)	8639715	
(C) Others (including rollovers).....	2a(1)(C)	3722350	
(2) Noncash contributions.....	2a(2)	0	13813682
(3) Total contributions. Add lines 2a(1)(A) , (B) , (C) , and line 2a(2)	2a(3)		
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit).....	2b(1)(A)	42220	42220
(B) U.S. Government securities.....	2b(1)(B)	0	
(C) Corporate debt instruments.....	2b(1)(C)	0	
(D) Loans (other than to participants).....	2b(1)(D)	0	
(E) Participant loans.....	2b(1)(E)	0	
(F) Other.....	2b(1)(F)	0	
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		
(2) Dividends:			
(A) Preferred stock.....	2b(2)(A)	0	1120387
(B) Common stock.....	2b(2)(B)	0	
(C) Registered investment company shares (e.g. mutual funds).....	2b(2)(C)	1120387	
(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)		
(3) Rents.....	2b(3)		0
(4) Net gain (loss) on sale of assets:			
(A) Aggregate proceeds.....	2b(4)(A)	0	0
(B) Aggregate carrying amount (see instructions).....	2b(4)(B)	0	
(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result.....	2b(4)(C)		
(5) Unrealized appreciation (depreciation) of assets:			
(A) Real estate.....	2b(5)(A)	0	0
(B) Other.....	2b(5)(B)	0	
(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B)	2b(5)(C)		

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts	2b(6)		0
(7) Net investment gain (loss) from pooled separate accounts	2b(7)		0
(8) Net investment gain (loss) from master trust investment accounts	2b(8)		0
(9) Net investment gain (loss) from 103-12 investment entities	2b(9)		0
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		5489239
c Other income	2c		0
d Total income. Add all income amounts in column (b) and enter total	2d		20465528

Expenses

e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	5522064	
(2) To insurance carriers for the provision of benefits	2e(2)	0	
(3) Other	2e(3)	0	
(4) Total benefit payments. Add lines 2e(1) through (3)	2e(4)		5522064
f Corrective distributions (see instructions)	2f		0
g Certain deemed distributions of participant loans (see instructions)	2g		0
h Interest expense	2h		0
i Administrative expenses:			
(1) Salaries and allowances	2i(1)	0	
(2) Contract administrator fees	2i(2)	0	
(3) Recordkeeping fees	2i(3)	-106488	
(4) IQPA audit fees	2i(4)	0	
(5) Investment advisory and investment management fees	2i(5)	95188	
(6) Bank or trust company trustee/custodial fees	2i(6)	0	
(7) Actuarial fees	2i(7)	0	
(8) Legal fees	2i(8)	0	
(9) Valuation/appraisal fees	2i(9)	0	
(10) Other trustee fees and expenses	2i(10)	0	
(11) Other expenses	2i(11)	0	
(12) Total administrative expenses. Add lines 2i(1) through (11)	2i(12)		-11300
j Total expenses. Add all expense amounts in column (b) and enter total	2j		5510764

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d	2k		14954764
l Transfers of assets:			
(1) To this plan	2l(1)		0
(2) From this plan	2l(2)		0

Part III Accountant's Opinion

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

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

(1) Unmodified (2) Qualified (3) Disclaimer (4) Adverse

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

(1) DOL Regulation 2520.103-8 (2) DOL Regulation 2520.103-12(d) (3) neither DOL Regulation 2520.103-8 nor DOL Regulation 2520.103-12(d).

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

(1) Name: **ROMEO, WIGGINS & COMPANY, LLP**

(2) EIN: **56-1627242**

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.)		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.)		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.)		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.)		X	
e Was this plan covered by a fidelity bond?	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?		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?		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?		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.)	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.)		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?		X	
l Has the plan failed to provide any benefit when due under the plan?		X	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)		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.			

5a Has a resolution to terminate the plan been adopted during the plan year or any prior plan year? Yes No
If "Yes," enter the amount of any plan assets that reverted to the employer this year _____.

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

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

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

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

SCHEDULE R (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	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.	<small>OMB No. 1210-0110</small> 2024 This Form is Open to Public Inspection.
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For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024

A Name of plan <u>PENDO.IO, INC. RETIREMENT PLAN</u>	B Three-digit plan number (PN) ▶	<u>001</u>
C Plan sponsor's name as shown on line 2a of Form 5500 <u>PENDO.IO, INC.</u>	D Employer Identification Number (EIN) <u>46-3519724</u>	

Part I	Distributions
---------------	----------------------

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

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

1	
---	--

2 Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits):
EIN(s): 04-6568107

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

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

3	
---	--

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

4 Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)? Yes No N/A
If the plan is a defined benefit plan, go to line 8.

5 If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instructions and enter the date of the ruling letter granting the waiver. **Date:** Month _____ Day _____ Year _____
If you completed line 5, complete lines 3, 9, and 10 of Schedule MB and do not complete the remainder of this schedule.

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

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

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

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

Part III	Amendments
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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: <input type="checkbox"/> last contributing employer <input type="checkbox"/> alternative <input type="checkbox"/> reasonable approximation (see instructions for required attachment).....	14a	
b The plan year immediately preceding the current plan year. <input type="checkbox"/> 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. <input type="checkbox"/> Check the box if the number reported is a change from what was previously reported (see instructions for required attachment).....	14c	

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

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

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

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

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

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

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

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

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

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

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

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

b If line 20a is "Yes," has PBGC been notified as required by ERISA sections 4043(c)(5) and/or 303(k)(4)? Check the applicable box:
 Yes.
 No. Reporting was waived under 29 CFR 4043.25(c)(2) because contributions equal to or exceeding the unpaid minimum required contribution were made by the 30th day after the due date.
 No. The 30-day period referenced in 29 CFR 4043.25(c)(2) has not yet ended, and the sponsor intends to make a contribution equal to or exceeding the unpaid minimum required contribution by the 30th day after the due date.
 No. Other. Provide explanation: _____

Part VII IRS Compliance Questions

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

21b If this is a Code section 401(k) plan, check all boxes that apply to indicate how the plan is intended to satisfy the nondiscrimination requirements for employee deferrals and employer matching contributions (as applicable) under Code sections 401(k)(3) and 401(m)(2).
 Design-based safe harbor method
 "Prior year" ADP test
 "Current year" ADP test
 N/A

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

Pendo.io, Inc. Retirement Plan

**Financial Statements as of December 31, 2024 and 2023
and for the Year Ended December 31, 2024 and
Independent Auditor's Report and Supplemental Information**

Financial Statements and Supplemental Information

Pendo.io, Inc. Retirement Plan

Year Ended December 31, 2024

Financial Statements

Independent Auditor's Report.....	1
Statements of Net Assets Available for Benefits.....	4
Statement of Changes in Net Assets Available for Benefits	5
Notes to Financial Statements	6

Supplemental Information

Form 5500, Schedule H, Line 4i - Schedule of Assets (Held at End of Year)	13
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NOTE: Other schedules required by Section 2520.103-10 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974 have been omitted because they are not applicable.



Independent Auditor's Report

To the Administrative Committee of
Pendo.io, Inc. Retirement Plan

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

We have performed audits of the accompanying financial statements of Pendo.io, Inc. Retirement Plan, an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) [ERISA Section 103(a)(3)(C) audit]. The financial statements comprise the statements of net assets available for benefits as of December 31, 2024 and 2023, and the related statement of changes in net assets available for benefits for the year ended December 31, 2024, and the related notes to the financial statements.

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

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

Opinion

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

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

Basis for Opinion

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

Responsibilities of Management for the Financial Statements

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

Independent Auditor's Report--Continued

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 Pendo.io, Inc. Retirement Plan's ability to continue as a going concern for one year after the date the financial statements are available to be issued.

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

Auditor's Responsibilities for the Audit of the Financial Statements

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

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

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

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

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

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

Independent Auditor's Report--Continued

Other Matter—Supplemental Schedule Required by ERISA

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

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

In our opinion—

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

Romo, Wiggins & Company, L.P.

Raleigh, North Carolina
October 14, 2025

Statements of Net Assets Available for Benefits

Pendo.io, Inc. Retirement Plan

December 31, 2024 and 2023

	<u>2024</u>	<u>2023</u>
Assets:		
Investments at fair value, as reported by trustee:		
Mutual funds	\$ 53,428,555	\$ 38,473,791
Total investments, as reported by trustee	<u>53,428,555</u>	<u>38,473,791</u>
Receivables:		
Participant contributions	0	172,471
Employer matching contributions	0	13,237
Total receivables	<u>0</u>	<u>185,708</u>
Total assets	53,428,555	38,659,499
Liabilities:		
Total liabilities	<u>0</u>	<u>0</u>
Net assets available for plan benefits	<u>\$ 53,428,555</u>	<u>\$ 38,659,499</u>

All investments are participant-directed.

See independent auditor's report and accompanying notes to the financial statements.

Statement of Changes in Net Assets Available for Benefits

Pendo.io, Inc. Retirement Plan

Year Ended December 31, 2024

Additions to net assets attributed to:

Investment income:

Net appreciation in fair value of investments	\$ 5,489,239
Interest and dividends	<u>1,162,607</u>
Total investment income	6,651,846

Other income 109,830

Contributions:

Participants	8,467,244
Employer	1,438,380
Rollover	<u>3,722,350</u>
Total contributions	13,627,974

Total additions 20,389,650

Deductions from net assets attributed to:

Benefits paid to participants	5,522,064
Administrative expenses	<u>98,530</u>

Total deductions 5,620,594

INCREASE IN NET ASSETS AVAILABLE FOR BENEFITS 14,769,056

Net assets available for benefits as of beginning of year 38,659,499

NET ASSETS AVAILABLE FOR BENEFITS AS OF END OF YEAR \$ 53,428,555

See independent auditor's report and accompanying notes to the financial statements.

Notes to Financial Statements

Pendo.io, Inc. Retirement Plan

Year Ended December 31, 2024

NOTE A--PLAN DESCRIPTION

The following brief description of the Pendo.io, Inc. Retirement Plan ("the Plan") is provided for general information purposes only. Participants should refer to the Plan agreement for a more complete description of the Plan's provisions.

General: The Plan is a defined contribution plan, established January 1, 2019, covering substantially all employees of the Company. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 ("ERISA").

Eligibility: Employees are eligible to participate in the Plan on their date of hire and upon attaining age 21.

Directed Investment Accounts: The Plan permits every participant to direct the investment of his account balance under the Plan. Participants may invest their Plan accounts in any or all of the investment funds offered by the Plan.

Contributions: Each year, participants may contribute up to 90% of annual compensation, as defined in the Plan. The participants may also make contributions to a Roth account and after tax contributions. Certain participants may also catch-up contributions in accordance with IRS guidelines. Participants may also contribute amounts representing distributions from other qualified defined benefit or contribution plans. Participants direct the investment of their contributions into various investment options offered by the Plan.

Unless an election as defined by the Plan is made, employees are automatically enrolled in the Plan and deemed to have elected to contribute 2% of eligible compensation. Participants may stop or change this election at any time.

The Plan was amended in 2022 to provide for discretionary matching contributions. During 2023, the Company elected to make discretionary matching contributions equal to 50% of the first 6% of eligible employee deferrals up to a maximum of \$2,500 for the year. Those matching contributions totaled \$1,438,380 for the year ended December 31, 2024.

The Company may make discretionary nonelective contributions. Discretionary nonelective contributions are allocated based on the eligible compensation of participants for the Plan year. The Company made discretionary nonelective contributions of \$0 in 2024.

Participant Accounts: Each participant's account is credited with the participant's and Company contributions and allocation of earnings. The participant's account is charged with benefit payments, transaction fees related to notes receivable from participants and distributions, and an allocation of losses and administrative expenses. Allocations are based on participant earnings or account balances, as defined. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

Funding Policy: The employer is generally required to pay its contribution to the Plan for each Plan year within the time prescribed by law, including extensions of time for the filing of the employer's federal income tax return for the fiscal year. However, employee elective contributions accumulated through payroll deductions shall be paid to the custodian as of the earliest date on which contributions can reasonably be segregated from the employer's general assets, but in any event, within the time prescribed by law. Furthermore, any additional employer contributions which are allocable to participants' accounts for a Plan year shall be paid to the Plan no later than the twelve-month period immediately following the close of such Plan year.

Payment of Benefits: A participant is entitled to distributions under the Plan (a) when such participant attains their 59 1/2 birthday (the normal retirement date) or the later of the participant attaining their fifty-fifth birthday or five years of vesting service (early retirement date); (b) in the event of the death of the participant before retirement or other termination of employment; (c) in the event of the participant's total or permanent disability; (d) in the event that a participant's employment is terminated for any reason other than those stated in (a) through (c) above; or (e) in the event of a financial hardship as defined by the Plan.

Notes to Financial Statements--Continued

Pendo.io, Inc. Retirement Plan

NOTE A--PLAN DESCRIPTION--Continued

Participants entitled to distributions may elect a lump-sum distribution or annual installments.

Vesting: During 2022, the Plan was amended to provide for immediate 100% vesting in all nonelective contributions or any future discretionary matching contributions.

Prior to 2022, participants are immediately vested in their contributions plus actual earnings thereon. Vesting in any Company nonelective contributions is based on years of service as follows:

<u>Years of Credited Service</u>	<u>Vested %</u>
Less than 1 year	0%
1	25%
2	50%
3	75%
4 or more	100%

Forfeitures: The nonvested portion of a terminated participant's account balance derived from employer contributions are forfeited on the earlier of the last day of the vesting computation period in which the participant first incurs a Forfeiture Break in service or distribution of the vested portion of the participants account. At December 31, 2024 and 2023, forfeited nonvested accounts totaled \$0.

Notes Receivable from Participants: The Plan does not allow for loans.

Hardship Withdrawals: Withdrawals due to financial hardship are permitted with the approval of the Administrative Committee for the following reasons: medical expenses, purchase of primary residence, post-secondary tuition payment, eviction from or foreclosure on principal residence, funeral expenses, or as otherwise provided by the Plan. Hardship withdrawals are limited to employee elective deferrals and earnings thereon.

Rollover Contributions: The Plan provides for rollover contributions from other qualified retirement plans.

NOTE B--SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

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

Investment Valuation and Income Recognition: Investments are reported at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. The Plan's Administrative Committee determines the Plan's valuation policies. See Note C for discussion of fair value measurements.

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

Pendo.io, Inc. Retirement Plan

NOTE B--SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES--Continued

Investment Options: The investments of the Plan are held by Fidelity Management Trust Company (“Fidelity”), trustee of the Plan. Fidelity executes investment transactions within the guidelines adopted for each fund. At December 31, 2024, participants could direct the investment of their account balances in the following mutual funds: Gabelli UST Money Market Fund, BlackRock International Fund, Putnam Global Tech Fund, Calvert US Large Cap Core Responsible Index Fund, DFA US Targeted Value Fund, BlackRock High Yield Bond Fund, Dodge & Cox Stock Fund, Carillon Eagle Mid Cap Growth Fund, American Funds New Perspective Fund, Janus Henderson Triton Fund, Voya Intermediate Bond Fund, Cohen & Steers Real Estate Securities Fund, Allspring Special Mid Cap Value Fund, PGIM Global Total Return Fund, DFA Emerging Markets Social Core Fund, DFA International Sustainability Core 1 Fund, Fidelity Large Cap Growth Index Fund, Fidelity Freedom Index Income Fund, Fidelity Freedom Index 2020 Fund, Fidelity Freedom Index 2025 Fund, Fidelity Freedom Index 2030 Fund, Fidelity Freedom Index 2035 Fund, Fidelity Freedom Index 2040 Fund, Fidelity Freedom Index 2045 Fund, Fidelity Freedom Index 2050 Fund, Fidelity Freedom Index 2015 Fund, Fidelity 500 Index Fund, Fidelity Freedom Index 2055 Fund, Fidelity Emerging Markets Index Fund, Fidelity Mid Cap Index Fund, Fidelity Small Cap Index Fund, Fidelity Total Market Index Fund, Fidelity International Index Fund, Fidelity Freedom Index 2060 Fund, Fidelity Freedom Index 2065 Fund, Fidelity Freedom Index 2070 Fund, and Fidelity Freedom Index 2010 Fund.

Contributions: Employer and employee contributions are accrued in the Plan year to which they relate.

Payment of Benefits: Benefit payments are recorded when paid.

Expenses: Certain expenses of maintaining the Plan are paid directly by the Company and are excluded from these financial statements. Fees related to the administration of notes receivable from participants are charged directly to the participant’s account and are included in administrative expenses. Investment related expenses are included in net appreciation of fair value of investments.

Use of Estimates: The preparation of financial statements in conformity with accounting principles generally accepted in the United States requires the plan administrator to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements, and the reported amounts of changes in net assets during the reporting period. Accordingly, actual results may differ from those estimates.

Date of Management’s Review of Subsequent Events: Plan management has evaluated events through October 14, 2025, the date which the financial statements were available to be issued.

NOTE C--FAIR VALUE MEASUREMENTS

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

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

NOTE C--FAIR VALUE MEASUREMENTS--Continued

- Level 2 Inputs to the valuation methodology include
- quoted prices for similar assets or liabilities in active markets;
 - quoted prices for identical or similar assets or liabilities in inactive markets;
 - inputs other than quoted prices that are observable for the asset or liability;
 - inputs that are derived principally from or corroborated by observable market data by correlation or other means.

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

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

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

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

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

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

	<u>Assets at Fair Value as of December 31, 2024</u>			
	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>	<u>Total</u>
Mutual Funds	\$ 53,428,555	\$ 0	\$ 0	\$ 53,428,555
Total assets in fair value hierarchy	<u>\$ 53,428,555</u>	<u>\$ 0</u>	<u>\$ 0</u>	<u>\$ 53,428,555</u>
	<u>Assets at Fair Value as of December 31, 2023</u>			
	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>	<u>Total</u>
Mutual Funds	\$ 38,473,791	\$ 0	\$ 0	\$ 38,473,791
Total assets in fair value hierarchy	<u>\$ 38,473,791</u>	<u>\$ 0</u>	<u>\$ 0</u>	<u>\$ 38,473,791</u>

The Plan's policy is to recognize transfers between levels of the fair value hierarchy as of the actual date of the event of change in circumstances that caused the transfer. There were no significant transfers between levels of the fair value hierarchy during the years ended December 31, 2024 and 2023.

Notes to Financial Statements--Continued

Pendo.io, Inc. Retirement Plan

NOTE D--RELATED PARTY TRANSACTIONS

Certain Plan investments are shares of mutual funds managed by Fidelity Management Trust Company the trustee and contract administrator of the Plan, therefore, related transactions qualify as exempt party-in-interest transactions. Fees paid by the Plan for the investment management services were \$3,342 for the year ended December 31, 2024. (Refer also to *Note J--Administrative Errors*).

NOTE E--TAX STATUS

The Internal Revenue Service (IRS) has determined and informed the Company by a letter dated June 2020 that the Plan and related trust, are designed in accordance with applicable sections of the Internal Revenue Code (IRC). Although the Plan has been amended since receiving the Determination Letter, the Plan administrator and the Plan's tax counsel believe that the Plan is designed, and is currently being operated, in compliance with the applicable requirements of the IRC and, therefore, believe that the Plan is qualified, and the related trust is tax-exempt.

Accounting principles generally accepted in the United States of America require the plan administrator to evaluate tax positions taken by the plan and recognize a tax liability if the organization has taken an uncertain position that more likely than not would not be sustained upon examination by the IRS. The Plan is subject to routine audits by tax authorities; however, there are currently no audits for any tax periods in progress.

NOTE F--PLAN TERMINATION

While the Company has not expressed an intent to terminate the Plan, it is free to do so at any time subject to the provisions of ERISA. The Company also reserves the right to amend the Plan as conditions may require. However, neither through amendment, nor by termination, may any part of the Plan assets ever be returned to the Company. All assets of the Plan must be used for the exclusive benefit of participants.

NOTE G--RISKS AND UNCERTAINTIES

The Plan invests in various investment securities. Investment securities are exposed to various risks such as interest rate, market, and credit risks. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect participants' account balances and the amounts reported in the statement of net assets available for benefits.

NOTE H--RECONCILIATION OF FINANCIAL STATEMENTS TO SCHEDULE H OF FORM 5500

The following is a reconciliation of net assets available for benefits per the financial statements at December 31, 2024 and 2023, to Schedule H of Form 5500:

	December 31, <u>2024</u>	December 31, <u>2023</u>
Net assets available for benefits per the financial statements	\$ 53,428,555	\$ 38,659,499
Contributions receivable:		
Participants	0	(172,471)
Employer	<u>0</u>	<u>(13,237)</u>
Net assets available for benefits per Schedule H of Form 5500	<u>\$ 53,428,555</u>	<u>\$ 38,473,791</u>

Notes to Financial Statements--Continued

Pendo.io, Inc. Retirement Plan

NOTE H--RECONCILIATION OF FINANCIAL STATEMENTS TO SCHEDULE H OF FORM 5500--Continued

The following is a reconciliation of contributions per the financial statements for the year ended December 31, 2024, to Schedule H of Form 5500:

Contributions per the financial statements	\$ 13,627,974
Contributions receivable:	
Beginning of year	185,708
End of year	<u>0</u>
Contributions per Schedule H of Form 5500	<u>\$ 13,813,682</u>
Administrative expenses per financial statements	\$ 98,530
Refund of prior expenses charged	<u>(109,830)</u>
Administrative expenses per Schedule H of Form 5500	<u>\$ (11,300)</u>

NOTE I--CERTIFIED INVESTMENTS

Information related to investments from participants disclosed in the accompanying financial statements and ERISA-required supplemental schedule, including all investments from participants held at December 31, 2024 and 2023, and net appreciation in fair value of investments and interest and dividends for the year ended December 31, 2024, was obtained by management and agreed to or derived from information certified as complete and accurate by Fidelity Management Trust Company (the trustee of the Plan).

NOTE J--ADMINISTRATIVE ERRORS

During 2023, the Plan sponsor discovered that employee deferrals and related employer contributions were not properly withheld from certain commission payments and that certain payroll codes were incorrectly included in eligible 401k compensation. All affected participant balances were restored to their appropriate balances in 2024. The total corrections that were funded to the Plan was \$6,645.

During 2024, the Plan sponsor discovered that certain fee arrangements had been applied incorrectly resulting in additional fees being incorrectly charged to the Plan. The correction of this fee issue resulted in the Plan being refunded \$109,830. This amount has been shown as other income in the accompanying financial statements.

SUPPLEMENTAL INFORMATION

Pendo.io, Inc. Retirement Plan

Plan No.: 001

December 31, 2024

(a)	(b)	(c)	(d)	(e)
	Identity of issue, borrower, lessor, or similar party	Description of investment including maturity date, rate of interest, par or maturity value	Cost	Current value
	Gabelli UST Money Market Fund	Mutual Fund: Money Market	**	\$ 1,136,257
	BlackRock International Fund	Mutual Fund: International	**	116,378
	Putnam Global Tech Fund	Mutual Fund: Growth	**	909,175
	Calvert US Lg Cap Core Resp Index Fund	Mutual Fund: Growth	**	310,776
	DFA US Targeted Value Fund	Mutual Fund: Value	**	141,589
	BlackRock High Yield Bond Fund	Mutual Fund: Bond	**	249,333
	Dodge & Cox Stock Fund	Mutual Fund: Growth	**	891,340
	Carillon Eagle Mid Cap Growth Fund	Mutual Fund: Growth	**	153,063
	American Funds New Perspective Fund	Mutual Fund: Growth	**	346,396
	Janus Henderson Triton Fund	Mutual Fund: Growth	**	126,081
	Voya Intermediate Bond Fund	Mutual Fund: Bond	**	928,115
	Cohen & Steers Real Estate Sec Fund	Mutual Fund: Real Estate	**	93,933
	Allspring Special Mid Cap Value Fund	Mutual Fund: Value	**	565,780
	PGIM Global Total Return Fund	Mutual Fund: Bond	**	34,451
	DFA Emerging Mkts Social Core Fund	Mutual Fund: Blend	**	417,336
	DFA Intl Sustainability Core 1 Fund	Mutual Fund: International	**	238,525
*	Fidelity Large Cap Growth Index Fund	Mutual Fund: Growth	**	2,600,403
*	Fidelity Freedom Index Income Fund	Mutual Fund: Blend	**	57,396
*	Fidelity Freedom Index 2020 Fund	Mutual Fund: Blend	**	23,612
*	Fidelity Freedom Index 2025 Fund	Mutual Fund: Blend	**	399,929
*	Fidelity Freedom Index 2030 Fund	Mutual Fund: Blend	**	736,285
*	Fidelity Freedom Index 2035 Fund	Mutual Fund: Blend	**	1,621,592
*	Fidelity Freedom Index 2040 Fund	Mutual Fund: Blend	**	1,659,397
*	Fidelity Freedom Index 2045 Fund	Mutual Fund: Blend	**	2,267,542
*	Fidelity Freedom Index 2050 Fund	Mutual Fund: Blend	**	8,559,211
*	Fidelity Freedom Index 2015 Fund	Mutual Fund: Blend	**	49
*	Fidelity 500 Index Fund	Mutual Fund: Growth	**	6,863,464
*	Fidelity Freedom Index 2055 Fund	Mutual Fund: Blend	**	10,204,391
*	Fidelity Emerging Markets Index Fund	Mutual Fund: International	**	193,322
*	Fidelity Mid Cap Index Fund	Mutual Fund: Growth	**	918,421
*	Fidelity Small Cap Index Fund	Mutual Fund: Growth	**	951,197
*	Fidelity Total Market Index Fund	Mutual Fund: Growth	**	3,193,726
*	Fidelity International Index Fund	Mutual Fund: International	**	1,065,958
*	Fidelity Freedom Index 2060 Fund	Mutual Fund: Blend	**	4,578,664
*	Fidelity Freedom Index 2065 Fund	Mutual Fund: Blend	**	875,372
*	Fidelity Freedom Index 2070 Fund	Mutual Fund: Blend	**	95
*	Fidelity Freedom Index 2010 Fund	Mutual Fund: Blend	**	1
				<u>\$ 53,428,555</u>

* Denotes party-in-interest

** Cost omitted for participant directed investments

Note: Information in this schedule as reported by Fidelity Management Trust Company

See independent auditor's report and accompanying notes to the financial statements.

Pendo.io, Inc. Retirement Plan

**Financial Statements as of December 31, 2024 and 2023
and for the Year Ended December 31, 2024 and
Independent Auditor's Report and Supplemental Information**

Financial Statements and Supplemental Information

Pendo.io, Inc. Retirement Plan

Year Ended December 31, 2024

Financial Statements

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Notes to Financial Statements	6

Supplemental Information

Form 5500, Schedule H, Line 4i - Schedule of Assets (Held at End of Year)	13
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NOTE: Other schedules required by Section 2520.103-10 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974 have been omitted because they are not applicable.

Independent Auditor's Report

To the Administrative Committee of
Pendo.io, Inc. Retirement Plan

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

We have performed audits of the accompanying financial statements of Pendo.io, Inc. Retirement Plan, an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) [ERISA Section 103(a)(3)(C) audit]. The financial statements comprise the statements of net assets available for benefits as of December 31, 2024 and 2023, and the related statement of changes in net assets available for benefits for the year ended December 31, 2024, and the related notes to the financial statements.

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

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

Opinion

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

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

Basis for Opinion

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

Responsibilities of Management for the Financial Statements

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

Independent Auditor's Report--Continued

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 Pendo.io, Inc. Retirement Plan's ability to continue as a going concern for one year after the date the financial statements are available to be issued.

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

Auditor's Responsibilities for the Audit of the Financial Statements

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

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

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

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

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

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

Independent Auditor's Report--Continued

Other Matter—Supplemental Schedule Required by ERISA

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

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

In our opinion—

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

Romo, Wiggins & Company, L.L.P.

Raleigh, North Carolina
October 14, 2025

Statements of Net Assets Available for Benefits

Pendo.io, Inc. Retirement Plan

December 31, 2024 and 2023

	<u>2024</u>	<u>2023</u>
Assets:		
Investments at fair value, as reported by trustee:		
Mutual funds	\$ 53,428,555	\$ 38,473,791
Total investments, as reported by trustee	<u>53,428,555</u>	<u>38,473,791</u>
Receivables:		
Participant contributions	0	172,471
Employer matching contributions	0	13,237
Total receivables	<u>0</u>	<u>185,708</u>
Total assets	53,428,555	38,659,499
Liabilities:		
Total liabilities	<u>0</u>	<u>0</u>
Net assets available for plan benefits	<u>\$ 53,428,555</u>	<u>\$ 38,659,499</u>

All investments are participant-directed.

See independent auditor's report and accompanying notes to the financial statements.

Statement of Changes in Net Assets Available for Benefits

Pendo.io, Inc. Retirement Plan

Year Ended December 31, 2024

Additions to net assets attributed to:

Investment income:

Net appreciation in fair value of investments	\$ 5,489,239
Interest and dividends	<u>1,162,607</u>
Total investment income	6,651,846

Other income 109,830

Contributions:

Participants	8,467,244
Employer	1,438,380
Rollover	<u>3,722,350</u>
Total contributions	13,627,974

Total additions 20,389,650

Deductions from net assets attributed to:

Benefits paid to participants	5,522,064
Administrative expenses	<u>98,530</u>

Total deductions 5,620,594

INCREASE IN NET ASSETS AVAILABLE FOR BENEFITS 14,769,056

Net assets available for benefits as of beginning of year 38,659,499

NET ASSETS AVAILABLE FOR BENEFITS AS OF END OF YEAR \$ 53,428,555

See independent auditor's report and accompanying notes to the financial statements.

Notes to Financial Statements

Pendo.io, Inc. Retirement Plan

Year Ended December 31, 2024

NOTE A--PLAN DESCRIPTION

The following brief description of the Pendo.io, Inc. Retirement Plan ("the Plan") is provided for general information purposes only. Participants should refer to the Plan agreement for a more complete description of the Plan's provisions.

General: The Plan is a defined contribution plan, established January 1, 2019, covering substantially all employees of the Company. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 ("ERISA").

Eligibility: Employees are eligible to participate in the Plan on their date of hire and upon attaining age 21.

Directed Investment Accounts: The Plan permits every participant to direct the investment of his account balance under the Plan. Participants may invest their Plan accounts in any or all of the investment funds offered by the Plan.

Contributions: Each year, participants may contribute up to 90% of annual compensation, as defined in the Plan. The participants may also make contributions to a Roth account and after tax contributions. Certain participants may also catch-up contributions in accordance with IRS guidelines. Participants may also contribute amounts representing distributions from other qualified defined benefit or contribution plans. Participants direct the investment of their contributions into various investment options offered by the Plan.

Unless an election as defined by the Plan is made, employees are automatically enrolled in the Plan and deemed to have elected to contribute 2% of eligible compensation. Participants may stop or change this election at any time.

The Plan was amended in 2022 to provide for discretionary matching contributions. During 2023, the Company elected to make discretionary matching contributions equal to 50% of the first 6% of eligible employee deferrals up to a maximum of \$2,500 for the year. Those matching contributions totaled \$1,438,380 for the year ended December 31, 2024.

The Company may make discretionary nonelective contributions. Discretionary nonelective contributions are allocated based on the eligible compensation of participants for the Plan year. The Company made discretionary nonelective contributions of \$0 in 2024.

Participant Accounts: Each participant's account is credited with the participant's and Company contributions and allocation of earnings. The participant's account is charged with benefit payments, transaction fees related to notes receivable from participants and distributions, and an allocation of losses and administrative expenses. Allocations are based on participant earnings or account balances, as defined. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

Funding Policy: The employer is generally required to pay its contribution to the Plan for each Plan year within the time prescribed by law, including extensions of time for the filing of the employer's federal income tax return for the fiscal year. However, employee elective contributions accumulated through payroll deductions shall be paid to the custodian as of the earliest date on which contributions can reasonably be segregated from the employer's general assets, but in any event, within the time prescribed by law. Furthermore, any additional employer contributions which are allocable to participants' accounts for a Plan year shall be paid to the Plan no later than the twelve-month period immediately following the close of such Plan year.

Payment of Benefits: A participant is entitled to distributions under the Plan (a) when such participant attains their 59 1/2 birthday (the normal retirement date) or the later of the participant attaining their fifty-fifth birthday or five years of vesting service (early retirement date); (b) in the event of the death of the participant before retirement or other termination of employment; (c) in the event of the participant's total or permanent disability; (d) in the event that a participant's employment is terminated for any reason other than those stated in (a) through (c) above; or (e) in the event of a financial hardship as defined by the Plan.

Notes to Financial Statements--Continued

Pendo.io, Inc. Retirement Plan

NOTE A--PLAN DESCRIPTION--Continued

Participants entitled to distributions may elect a lump-sum distribution or annual installments.

Vesting: During 2022, the Plan was amended to provide for immediate 100% vesting in all nonelective contributions or any future discretionary matching contributions.

Prior to 2022, participants are immediately vested in their contributions plus actual earnings thereon. Vesting in any Company nonelective contributions is based on years of service as follows:

<u>Years of Credited Service</u>	<u>Vested %</u>
Less than 1 year	0%
1	25%
2	50%
3	75%
4 or more	100%

Forfeitures: The nonvested portion of a terminated participant's account balance derived from employer contributions are forfeited on the earlier of the last day of the vesting computation period in which the participant first incurs a Forfeiture Break in service or distribution of the vested portion of the participants account. At December 31, 2024 and 2023, forfeited nonvested accounts totaled \$0.

Notes Receivable from Participants: The Plan does not allow for loans.

Hardship Withdrawals: Withdrawals due to financial hardship are permitted with the approval of the Administrative Committee for the following reasons: medical expenses, purchase of primary residence, post-secondary tuition payment, eviction from or foreclosure on principal residence, funeral expenses, or as otherwise provided by the Plan. Hardship withdrawals are limited to employee elective deferrals and earnings thereon.

Rollover Contributions: The Plan provides for rollover contributions from other qualified retirement plans.

NOTE B--SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

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

Investment Valuation and Income Recognition: Investments are reported at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. The Plan's Administrative Committee determines the Plan's valuation policies. See Note C for discussion of fair value measurements.

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

Pendo.io, Inc. Retirement Plan

NOTE B--SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES--Continued

Investment Options: The investments of the Plan are held by Fidelity Management Trust Company (“Fidelity”), trustee of the Plan. Fidelity executes investment transactions within the guidelines adopted for each fund. At December 31, 2024, participants could direct the investment of their account balances in the following mutual funds: Gabelli UST Money Market Fund, BlackRock International Fund, Putnam Global Tech Fund, Calvert US Large Cap Core Responsible Index Fund, DFA US Targeted Value Fund, BlackRock High Yield Bond Fund, Dodge & Cox Stock Fund, Carillon Eagle Mid Cap Growth Fund, American Funds New Perspective Fund, Janus Henderson Triton Fund, Voya Intermediate Bond Fund, Cohen & Steers Real Estate Securities Fund, Allspring Special Mid Cap Value Fund, PGIM Global Total Return Fund, DFA Emerging Markets Social Core Fund, DFA International Sustainability Core 1 Fund, Fidelity Large Cap Growth Index Fund, Fidelity Freedom Index Income Fund, Fidelity Freedom Index 2020 Fund, Fidelity Freedom Index 2025 Fund, Fidelity Freedom Index 2030 Fund, Fidelity Freedom Index 2035 Fund, Fidelity Freedom Index 2040 Fund, Fidelity Freedom Index 2045 Fund, Fidelity Freedom Index 2050 Fund, Fidelity Freedom Index 2015 Fund, Fidelity 500 Index Fund, Fidelity Freedom Index 2055 Fund, Fidelity Emerging Markets Index Fund, Fidelity Mid Cap Index Fund, Fidelity Small Cap Index Fund, Fidelity Total Market Index Fund, Fidelity International Index Fund, Fidelity Freedom Index 2060 Fund, Fidelity Freedom Index 2065 Fund, Fidelity Freedom Index 2070 Fund, and Fidelity Freedom Index 2010 Fund.

Contributions: Employer and employee contributions are accrued in the Plan year to which they relate.

Payment of Benefits: Benefit payments are recorded when paid.

Expenses: Certain expenses of maintaining the Plan are paid directly by the Company and are excluded from these financial statements. Fees related to the administration of notes receivable from participants are charged directly to the participant’s account and are included in administrative expenses. Investment related expenses are included in net appreciation of fair value of investments.

Use of Estimates: The preparation of financial statements in conformity with accounting principles generally accepted in the United States requires the plan administrator to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements, and the reported amounts of changes in net assets during the reporting period. Accordingly, actual results may differ from those estimates.

Date of Management’s Review of Subsequent Events: Plan management has evaluated events through October 14, 2025, the date which the financial statements were available to be issued.

NOTE C--FAIR VALUE MEASUREMENTS

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

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

NOTE C--FAIR VALUE MEASUREMENTS--Continued

- Level 2 Inputs to the valuation methodology include
- quoted prices for similar assets or liabilities in active markets;
 - quoted prices for identical or similar assets or liabilities in inactive markets;
 - inputs other than quoted prices that are observable for the asset or liability;
 - inputs that are derived principally from or corroborated by observable market data by correlation or other means.

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

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

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

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

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

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

	<u>Assets at Fair Value as of December 31, 2024</u>			
	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>	<u>Total</u>
Mutual Funds	\$ 53,428,555	\$ 0	\$ 0	\$ 53,428,555
Total assets in fair value hierarchy	<u>\$ 53,428,555</u>	<u>\$ 0</u>	<u>\$ 0</u>	<u>\$ 53,428,555</u>
	<u>Assets at Fair Value as of December 31, 2023</u>			
	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>	<u>Total</u>
Mutual Funds	\$ 38,473,791	\$ 0	\$ 0	\$ 38,473,791
Total assets in fair value hierarchy	<u>\$ 38,473,791</u>	<u>\$ 0</u>	<u>\$ 0</u>	<u>\$ 38,473,791</u>

The Plan's policy is to recognize transfers between levels of the fair value hierarchy as of the actual date of the event of change in circumstances that caused the transfer. There were no significant transfers between levels of the fair value hierarchy during the years ended December 31, 2024 and 2023.

Notes to Financial Statements--Continued

Pendo.io, Inc. Retirement Plan

NOTE D--RELATED PARTY TRANSACTIONS

Certain Plan investments are shares of mutual funds managed by Fidelity Management Trust Company the trustee and contract administrator of the Plan, therefore, related transactions qualify as exempt party-in-interest transactions. Fees paid by the Plan for the investment management services were \$3,342 for the year ended December 31, 2024. (Refer also to *Note J--Administrative Errors*).

NOTE E--TAX STATUS

The Internal Revenue Service (IRS) has determined and informed the Company by a letter dated June 2020 that the Plan and related trust, are designed in accordance with applicable sections of the Internal Revenue Code (IRC). Although the Plan has been amended since receiving the Determination Letter, the Plan administrator and the Plan's tax counsel believe that the Plan is designed, and is currently being operated, in compliance with the applicable requirements of the IRC and, therefore, believe that the Plan is qualified, and the related trust is tax-exempt.

Accounting principles generally accepted in the United States of America require the plan administrator to evaluate tax positions taken by the plan and recognize a tax liability if the organization has taken an uncertain position that more likely than not would not be sustained upon examination by the IRS. The Plan is subject to routine audits by tax authorities; however, there are currently no audits for any tax periods in progress.

NOTE F--PLAN TERMINATION

While the Company has not expressed an intent to terminate the Plan, it is free to do so at any time subject to the provisions of ERISA. The Company also reserves the right to amend the Plan as conditions may require. However, neither through amendment, nor by termination, may any part of the Plan assets ever be returned to the Company. All assets of the Plan must be used for the exclusive benefit of participants.

NOTE G--RISKS AND UNCERTAINTIES

The Plan invests in various investment securities. Investment securities are exposed to various risks such as interest rate, market, and credit risks. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect participants' account balances and the amounts reported in the statement of net assets available for benefits.

NOTE H--RECONCILIATION OF FINANCIAL STATEMENTS TO SCHEDULE H OF FORM 5500

The following is a reconciliation of net assets available for benefits per the financial statements at December 31, 2024 and 2023, to Schedule H of Form 5500:

	December 31, <u>2024</u>	December 31, <u>2023</u>
Net assets available for benefits per the financial statements	\$ 53,428,555	\$ 38,659,499
Contributions receivable:		
Participants	0	(172,471)
Employer	<u>0</u>	<u>(13,237)</u>
Net assets available for benefits per Schedule H of Form 5500	<u>\$ 53,428,555</u>	<u>\$ 38,473,791</u>

Notes to Financial Statements--Continued

Pendo.io, Inc. Retirement Plan

NOTE H--RECONCILIATION OF FINANCIAL STATEMENTS TO SCHEDULE H OF FORM 5500--Continued

The following is a reconciliation of contributions per the financial statements for the year ended December 31, 2024, to Schedule H of Form 5500:

Contributions per the financial statements	\$ 13,627,974
Contributions receivable:	
Beginning of year	185,708
End of year	<u>0</u>
Contributions per Schedule H of Form 5500	<u>\$ 13,813,682</u>
Administrative expenses per financial statements	\$ 98,530
Refund of prior expenses charged	<u>(109,830)</u>
Administrative expenses per Schedule H of Form 5500	<u>\$ (11,300)</u>

NOTE I--CERTIFIED INVESTMENTS

Information related to investments from participants disclosed in the accompanying financial statements and ERISA-required supplemental schedule, including all investments from participants held at December 31, 2024 and 2023, and net appreciation in fair value of investments and interest and dividends for the year ended December 31, 2024, was obtained by management and agreed to or derived from information certified as complete and accurate by Fidelity Management Trust Company (the trustee of the Plan).

NOTE J--ADMINISTRATIVE ERRORS

During 2023, the Plan sponsor discovered that employee deferrals and related employer contributions were not properly withheld from certain commission payments and that certain payroll codes were incorrectly included in eligible 401k compensation. All affected participant balances were restored to their appropriate balances in 2024. The total corrections that were funded to the Plan was \$6,645.

During 2024, the Plan sponsor discovered that certain fee arrangements had been applied incorrectly resulting in additional fees being incorrectly charged to the Plan. The correction of this fee issue resulted in the Plan being refunded \$109,830. This amount has been shown as other income in the accompanying financial statements.

SUPPLEMENTAL INFORMATION

Pendo.io, Inc. Retirement Plan

Plan No.: 001

December 31, 2024

(a)	(b)	(c)	(d)	(e)
	Identity of issue, borrower, lessor, or similar party	Description of investment including maturity date, rate of interest, par or maturity value	Cost	Current value
	Gabelli UST Money Market Fund	Mutual Fund: Money Market	**	\$ 1,136,257
	BlackRock International Fund	Mutual Fund: International	**	116,378
	Putnam Global Tech Fund	Mutual Fund: Growth	**	909,175
	Calvert US Lg Cap Core Resp Index Fund	Mutual Fund: Growth	**	310,776
	DFA US Targeted Value Fund	Mutual Fund: Value	**	141,589
	BlackRock High Yield Bond Fund	Mutual Fund: Bond	**	249,333
	Dodge & Cox Stock Fund	Mutual Fund: Growth	**	891,340
	Carillon Eagle Mid Cap Growth Fund	Mutual Fund: Growth	**	153,063
	American Funds New Perspective Fund	Mutual Fund: Growth	**	346,396
	Janus Henderson Triton Fund	Mutual Fund: Growth	**	126,081
	Voya Intermediate Bond Fund	Mutual Fund: Bond	**	928,115
	Cohen & Steers Real Estate Sec Fund	Mutual Fund: Real Estate	**	93,933
	Allspring Special Mid Cap Value Fund	Mutual Fund: Value	**	565,780
	PGIM Global Total Return Fund	Mutual Fund: Bond	**	34,451
	DFA Emerging Mkts Social Core Fund	Mutual Fund: Blend	**	417,336
	DFA Intl Sustainability Core 1 Fund	Mutual Fund: International	**	238,525
*	Fidelity Large Cap Growth Index Fund	Mutual Fund: Growth	**	2,600,403
*	Fidelity Freedom Index Income Fund	Mutual Fund: Blend	**	57,396
*	Fidelity Freedom Index 2020 Fund	Mutual Fund: Blend	**	23,612
*	Fidelity Freedom Index 2025 Fund	Mutual Fund: Blend	**	399,929
*	Fidelity Freedom Index 2030 Fund	Mutual Fund: Blend	**	736,285
*	Fidelity Freedom Index 2035 Fund	Mutual Fund: Blend	**	1,621,592
*	Fidelity Freedom Index 2040 Fund	Mutual Fund: Blend	**	1,659,397
*	Fidelity Freedom Index 2045 Fund	Mutual Fund: Blend	**	2,267,542
*	Fidelity Freedom Index 2050 Fund	Mutual Fund: Blend	**	8,559,211
*	Fidelity Freedom Index 2015 Fund	Mutual Fund: Blend	**	49
*	Fidelity 500 Index Fund	Mutual Fund: Growth	**	6,863,464
*	Fidelity Freedom Index 2055 Fund	Mutual Fund: Blend	**	10,204,391
*	Fidelity Emerging Markets Index Fund	Mutual Fund: International	**	193,322
*	Fidelity Mid Cap Index Fund	Mutual Fund: Growth	**	918,421
*	Fidelity Small Cap Index Fund	Mutual Fund: Growth	**	951,197
*	Fidelity Total Market Index Fund	Mutual Fund: Growth	**	3,193,726
*	Fidelity International Index Fund	Mutual Fund: International	**	1,065,958
*	Fidelity Freedom Index 2060 Fund	Mutual Fund: Blend	**	4,578,664
*	Fidelity Freedom Index 2065 Fund	Mutual Fund: Blend	**	875,372
*	Fidelity Freedom Index 2070 Fund	Mutual Fund: Blend	**	95
*	Fidelity Freedom Index 2010 Fund	Mutual Fund: Blend	**	1
				<u>\$ 53,428,555</u>

* Denotes party-in-interest

** Cost omitted for participant directed investments

Note: Information in this schedule as reported by Fidelity Management Trust Company

See independent auditor's report and accompanying notes to the financial statements.