

Form 5500 Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Annual Return/Report of Employee Benefit Plan This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code). ▶ Complete all entries in accordance with the instructions to the Form 5500.	OMB Nos. 1210-0110 1210-0089 <h1 style="text-align: center;">2024</h1> This Form is Open to Public Inspection
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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

1a Name of plan <u>CRESA 401(K) PLAN</u>	1b Three-digit plan number (PN) ▶ <u>001</u>
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>CRESA GLOBAL, INC.</u> <u>1800 M STREET NW SUITE 300N</u> <u>WASHINGTON, DC 20036</u>	1c Effective date of plan <u>08/02/2017</u> 2b Employer Identification Number (EIN) <u>81-4198347</u> 2c Plan Sponsor's telephone number <u>202-871-8281</u> 2d Business code (see instructions) <u>531390</u>

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.	10/15/2025	ROSNELY BARNES
	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	525
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)	323
	6a(2)	624
	6b	0
	6c	88
	6d	712
	6e	0
	6f	712
	6g(1)	525
6g(2)	449	
6h	8	
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:
 2F 2G 2J 2K 2S 2T 3D 2E

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 checked="" 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 CRESA 401(K) PLAN	B Three-digit plan number (PN) ▶	001
C Plan sponsor's name as shown on line 2a of Form 5500 CRESA GLOBAL, INC.	D Employer Identification Number (EIN) 81-4198347	

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)

NFP RETIREMENT INC

33-0905143

(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\ INVESTMENT ADV	42969	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?
37 60 64 65	RECORDKEEPER	39200	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	0	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>

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

AGGREGATE RETIREMENT ADMIN SERVICE

47-1910719

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
13 49	CONTRACT ADMIN\ OTHER SER	36775	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"/>

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)

EMPOWER ANNUITY INSURANCE COMPANY

8515 EAST ORCHARD ROAD
GREENWOOD VILLAGE, CO 80111

(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	RECORDKEEPER	17150	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	0	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>

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

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

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
			Yes <input type="checkbox"/> No <input type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input 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
FIDELITY INVESTMENTS INSTITUTIONAL	60	0
(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.	
BLK RK LP IDX RTMT IS - BNY MELLON 52-2269240	0.05%	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0
(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.	
BLK RK LP IDX 2030 IS - BNY MELLON 500 ROSS STREET PITTSBURGH, PA 53442	0.05%	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0
(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.	
BLK RK LP IDX 2035 IS - BNY MELLON 500 ROSS STREET PITTSBURGH, PA 53442	0.05%	

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
FIDELITY INVESTMENTS INSTITUTIONAL	60	0
(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.	
BLKRK LP IDX 2040 IS - BNY MELLON 500 ROSS STREET PITTSBURGH, PA 53442	0.05%	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0
(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.	
BLKRK LP IDX 2045 IS - BNY MELLON 500 ROSS STREET PITTSBURGH, PA 53442	0.05%	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0
(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.	
BLKRK LP IDX 2050 IS - BNY MELLON 500 ROSS STREET PITTSBURGH, PA 53442	0.05%	

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
FIDELITY INVESTMENTS INSTITUTIONAL	60	0
(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.	
BLKRRK LP IDX 2055 IS - BNY MELLON 500 ROSS STREET PITTSBURGH, PA 53442	0.05%	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0
(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.	
BLKRRK LP IDX 2060 IS - BNY MELLON 500 ROSS STREET PITTSBURGH, PA 53442	0.05%	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0
(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.	
BLKRRK LP IDX 2065 IS - BNY MELLON 500 ROSS STREET PITTSBURGH, PA 53442	0.05%	

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

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

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

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

SCHEDULE D (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small>	DFE/Participating Plan Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110 <hr/> 2024 <hr/> This Form is Open to Public Inspection.
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For calendar plan year 2024 or fiscal plan year beginning <u>01/01/2024</u> and ending <u>12/31/2024</u>	
A Name of plan <u>CRESA 401(K) PLAN</u>	B Three-digit plan number (PN) ▶ <u>001</u>
C Plan or DFE sponsor's name as shown on line 2a of Form 5500 <u>CRESA GLOBAL, INC.</u>	D Employer Identification Number (EIN) <u>81-4198347</u>

Part I	Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs) (Complete as many entries as needed to report all interests in DFEs)
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a Name of MTIA, CCT, PSA, or 103-12 IE: <u>BLACKROCK EQUITY INDEX FUND R</u>		
b Name of sponsor of entity listed in (a): <u>GREAT GRAY</u>		
c EIN-PN <u>20-3802168-001</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>0</u>
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>BLACKROCK MID CAP EQUITY INDEX FUND</u>		
b Name of sponsor of entity listed in (a): <u>GREAT GRAY</u>		
c EIN-PN <u>20-3802327-003</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>0</u>
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>BLACKROCK RUSSELL 1000 GROWTH INDEX</u>		
b Name of sponsor of entity listed in (a): <u>GREAT GRAY</u>		
c EIN-PN <u>81-1025041-012</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>0</u>
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>BLACKROCK RUSSELL 1000 VALUE INDEX</u>		
b Name of sponsor of entity listed in (a): <u>GREAT GRAY</u>		
c EIN-PN <u>81-1009614-011</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>0</u>
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>BLACKROCK RUSSELL 2000 INDEX FUND R</u>		
b Name of sponsor of entity listed in (a): <u>GREAT GRAY</u>		
c EIN-PN <u>20-3802587-004</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>0</u>
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>WT CIT III FOR METLIFE GAC 25554 J</u>		
b Name of sponsor of entity listed in (a): <u>WILMINGTON METLIFE STABLE VALUE</u>		
c EIN-PN <u>84-0965407-001</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>0</u>
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>GG BR LIFEPATH RET</u>		
b Name of sponsor of entity listed in (a): <u>GREAT GRAY TRUST COMPANY</u>		
c EIN-PN <u>26-3773846-157</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>2295317</u>

a Name of MTIA, CCT, PSA, or 103-12 IE: GG BR LIFEPATH 2055		
b Name of sponsor of entity listed in (a): GREAT GRAY TRUST COMPANY		
c EIN-PN 46-3302432-178	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 2500217
a Name of MTIA, CCT, PSA, or 103-12 IE: GG BR LIFEPATH 2060		
b Name of sponsor of entity listed in (a): GREAT GRAY TRUST COMPANY		
c EIN-PN 47-2700166-158	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 1167318
a Name of MTIA, CCT, PSA, or 103-12 IE: GG BR LIFEPATH 2030		
b Name of sponsor of entity listed in (a): GREAT GRAY TRUST COMPANY		
c EIN-PN 26-3770302-153	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 3242098
a Name of MTIA, CCT, PSA, or 103-12 IE: GG BR LIFEPATH 2045		
b Name of sponsor of entity listed in (a): GREAT GRAY TRUST COMPANY		
c EIN-PN 26-3770058-150	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 2365141
a Name of MTIA, CCT, PSA, or 103-12 IE: SMALL CAP GR II I1		
b Name of sponsor of entity listed in (a): GREAT GRAY TRUST COMPANY		
c EIN-PN 38-4126288-592	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 1449
a Name of MTIA, CCT, PSA, or 103-12 IE: STABLE VALUE FUND I1		
b Name of sponsor of entity listed in (a): GREAT GRAY TRUST COMPANY		
c EIN-PN 85-4031707-653	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 955231
a Name of MTIA, CCT, PSA, or 103-12 IE: GG BR LIFEPATH 2035		
b Name of sponsor of entity listed in (a): GREAT GRAY TRUST COMPANY		
c EIN-PN 26-3770263-152	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 1089994
a Name of MTIA, CCT, PSA, or 103-12 IE: SMALL CAP VAL III I1		
b Name of sponsor of entity listed in (a): GREAT GRAY TRUST COMPANY, LLC		
c EIN-PN 38-7289846-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 351236
a Name of MTIA, CCT, PSA, or 103-12 IE: LARGE CP VALUE I1		
b Name of sponsor of entity listed in (a): GREAT GRAY TRUST COMPANY, LLC		
c EIN-PN 38-4065329-426	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 578825
a Name of MTIA, CCT, PSA, or 103-12 IE: METLIFE STABLE VAL J		
b Name of sponsor of entity listed in (a): GREAT GRAY TRUST COMPANY, LLC		
c EIN-PN 26-0142858-094	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 390062

a Name of MTIA, CCT, PSA, or 103-12 IE: GG BR LIFEPATH 2050

b Name of sponsor of entity listed in (a): GREAT GRAY TRUST COMPANY

c EIN-PN 26-3763061-149	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 2324734
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a Name of MTIA, CCT, PSA, or 103-12 IE: INTL GR II FEE I1

b Name of sponsor of entity listed in (a): GREAT GRAY TRUST COMPANY

c EIN-PN 38-4139842-619	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 281662
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a Name of MTIA, CCT, PSA, or 103-12 IE: GG BR LIFEPATH 2065

b Name of sponsor of entity listed in (a): GREAT GRAY TRUST COMPANY, LLC

c EIN-PN 38-4126295-598	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 101761
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a Name of MTIA, CCT, PSA, or 103-12 IE: GG BR LIFEPATH 2040

b Name of sponsor of entity listed in (a): GREAT GRAY TRUST COMPANY

c EIN-PN 26-3770208-151	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 1992569
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a Name of MTIA, CCT, PSA, or 103-12 IE: LARGE CAP GR IV I1

b Name of sponsor of entity listed in (a): GREAT GRAY TRUST COMPANY, LLC

c EIN-PN 38-7289851-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 1277654
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a Name of MTIA, CCT, PSA, or 103-12 IE:

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

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

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

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

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

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

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

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

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

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

c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
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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 CRESA 401(K) PLAN	B Three-digit plan number (PN) 001
C Plan sponsor's name as shown on line 2a of Form 5500 CRESA GLOBAL, INC.	D Employer Identification Number (EIN) 81-4198347

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
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)	144546	2768
(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)	199032	270638
(9) Value of interest in common/collective trusts	1c(9)	3773337	20915268
(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)	14634439	3698860
(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	18751354	24887534
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	18751354	24887534

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)	686257	
(B) Participants.....	2a(1)(B)	2792667	
(C) Others (including rollovers).....	2a(1)(C)	2612909	
(2) Noncash contributions.....	2a(2)	0	6091833
(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)	36	16539
(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)	16503	
(F) Other.....	2b(1)(F)	0	
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		16539
(2) Dividends:			
(A) Preferred stock.....	2b(2)(A)	0	70429
(B) Common stock.....	2b(2)(B)	0	
(C) Registered investment company shares (e.g. mutual funds).....	2b(2)(C)	70429	
(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)		70429
(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)	948661
(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)	1739418
c Other income	2c	-56205
d Total income. Add all income amounts in column (b) and enter total	2d	8810675

Expenses

e Benefit payment and payments to provide benefits:		
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	2536567
(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)	2536567
f Corrective distributions (see instructions)	2f	0
g Certain deemed distributions of participant loans (see instructions)	2g	-87
h Interest expense	2h	0
i Administrative expenses:		
(1) Salaries and allowances	2i(1)	0
(2) Contract administrator fees	2i(2)	775
(3) Recordkeeping fees	2i(3)	54990
(4) IQPA audit fees	2i(4)	0
(5) Investment advisory and investment management fees	2i(5)	46250
(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)	36000
(12) Total administrative expenses. Add lines 2i(1) through (11)	2i(12)	138015
j Total expenses. Add all expense amounts in column (b) and enter total	2j	2674495

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d	2k	6136180
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: **APRIO, LLP**

(2) EIN: **57-1157523**

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		1402
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		500000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?		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.	X		

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>CRESA 401(K) 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>CRESA GLOBAL, INC.</u>	D Employer Identification Number (EIN) <u>81-4198347</u>	

Part I	Distributions
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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	
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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 42-0127290

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

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

3	
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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.)
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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.
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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.

**CRESA, LLC 401(K) PLAN
(FORMERLY CRESA 401(K) PLAN)**

FINANCIAL STATEMENTS

DECEMBER 31, 2024 AND 2023

**Cresa, LLC 401(k) Plan
(formerly Cresa 401(k) Plan)**

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Independent Auditor's Report

To the Plan Administrator
Cresa, LLC 401(k) Plan (formerly Cresa 401(k) Plan)
Washington, District of Columbia

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

We have performed audits of the accompanying financial statements of Cresa, LLC 401(k) Plan (formerly Cresa 401(k) Plan), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 ("ERISA"), as permitted by ERISA Section 103(a)(3)(C) ("ERISA Section 103(a)(3)(C) audit"). The financial statements comprise the Statements of Net Assets Available for Benefits as of December 31, 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 Cresa, LLC 401(k) Plan (formerly Cresa 401(k) Plan)'s financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. As permitted by ERISA Section 103(a)(3)(C), our 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 Fidelity Management Trust Company as of December 31, 2024 and for the period from January 30, 2024 to December 31, 2024, and Empower Trust Company, LLC as of December 31, 2023 and for the period from January 1, 2024 to January 29, 2024 stating that the certified investment information, as described in Note 3 to the financial statements, is complete and accurate.

Opinion

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

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

Independent Auditor's Report (continued)

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 Auditors' Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of Cresa, LLC 401(k) Plan (formerly Cresa 401(k) 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.

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 Cresa, LLC 401(k) Plan (formerly Cresa 401(k) Plan)'s ability to continue as a going concern for one year after the date the financial statements are available to be issued.

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

Auditors' Responsibilities for the Audit of the Financial Statements

Except as described in the Scope and Nature of the ERISA Section 103(a)(3)(C) Audit section of our report, our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with 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.

Independent Auditor's Report (continued)

- 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 Cresa, LLC 401(k) Plan (formerly Cresa 401(k) Plan)'s internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about Cresa, LLC 401(k) Plan (formerly Cresa 401(k) 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 certifications, comparing the certified investment information with the related information presented and disclosed in the financial statements, and reading the disclosures relating to the certified investment information to assess whether they are in accordance with the presentation and disclosure requirements of accounting principles generally accepted in the United States of America.

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

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

Other Matter - Supplemental Schedules Required by ERISA

The supplemental Schedules of Assets (Held at End of Year) as of December 31, 2024 and Delinquent Participant Contributions for the year then ended are presented for purposes of additional analysis and are not a required part of the financial statements but are supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedules, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audits of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with generally accepted auditing standards. For information included in the supplemental schedules that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

Independent Auditor's Report (continued)

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

In our opinion:

- the form and content of the supplemental schedules, other than the information in the supplemental schedules that agreed to or is derived from the certified investment information, are presented, in all material respects, in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.
- the information in the supplemental schedules 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).

Aprilio, LLP

Rockville, Maryland

October 14, 2025

**Cresa, LLC 401(k) Plan
(formerly Cresa 401(k) Plan)**

Statements of Net Assets Available for Benefits

<i>December 31,</i>	2024	2023
Assets		
Investments, at fair value	\$ 24,616,896	\$ 18,552,322
Receivables		
Employer contributions	981,103	617,071
Notes receivable from participants	283,036	148,407
Total receivables	1,264,139	765,478
Total assets	25,881,035	19,317,800
Liabilities		
Accrued expenses	-	26,158
Net assets available for benefits	\$ 25,881,035	\$ 19,291,642

The accompanying Notes to Financial Statements are an integral part of these financial statements.

**Cresa, LLC 401(k) Plan
(formerly Cresa 401(k) Plan)**

Statement of Changes in Net Assets Available for Benefits

Year Ended December 31, 2024

Additions

Investment income	
Interest and dividends	\$ 67,431
Net appreciation in fair value of investments	2,684,236

Total investment income 2,751,667

Contributions	
Participant	2,792,666
Employer	1,050,289
Rollovers	2,612,909

Total contributions 6,455,864

Interest income from notes receivable from participants 28,862

Total additions 9,236,393

Deductions

Benefits paid to participants	2,536,567
Administrative expenses	110,433

Total deductions 2,647,000

Net increase 6,589,393

Net assets available for benefits

Beginning of plan year	19,291,642
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End of plan year	\$ 25,881,035
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The accompanying Notes to Financial Statements are an integral part of these financial statements.

**Cresa, LLC 401(k) Plan
(formerly Cresa 401(k) Plan)**

Notes to Financial Statements

- 1. Description of the Plan** The following description of the Cresa, LLC 401(k) Plan (formerly, Cresa 401(k) Plan) (the "Plan") provides only general information. Participants should refer to the Plan document for a more complete description of the Plan's provisions.

General: The Plan is a defined contribution plan covering substantially all employees of Cresa Global, Inc. (the "Company") who have completed two months of service, except for nonresident aliens, employees covered by a collective bargaining agreement and employees of affiliates unless the affiliate adopted the Plan. Employees would enter the Plan on the first day of the month subsequent to satisfying the eligibility requirements. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 ("ERISA").

The Plan was amended and restated effective January 30, 2024 to adopt a pre-approved plan of FMR, LLC (the "January Restatement"). The net assets of the Plan were transferred from Empower Trust Company, LLC to Fidelity Management Trust Company in connection with the January Restatement. Effective with the January Restatement, employees enter the Plan immediately upon satisfying the eligibility requirements.

Effective July 1, 2024, the Plan was amended to add Cresa California Inc. as a participating employer and change the name of the Company to Cresa, LLC. As a result, the Plan name was updated to Cresa, LLC 401(k) Plan effective July 1, 2024.

The Plan was amended December 31, 2024. No significant Plan provisions were impacted by this amendment.

Cresa, LLC 401(k) Plan (formerly Cresa 401(k) Plan)

Notes to Financial Statements

Contributions: Each year, participants may contribute up to 100 percent of pretax annual compensation, as defined in the Plan. Roth contributions are also permitted. Participants who have attained age 50 before the end of the Plan year are eligible to make catch-up contributions. Participants may also contribute amounts representing distributions from other qualified plans (rollovers). The Plan provides for automatic enrollment. Any eligible employee who has not affirmatively elected to contribute to the Plan or has not affirmatively declined to participate in the Plan after the automatic deferral effective date will be automatically enrolled in the Plan with a six percent withholding of pretax annual compensation. The Plan allows for discretionary matching contributions for W-2 earners. During 2024, the Company contributed 50 percent of the first six percent of compensation that a participant contributed to the Plan. Additionally, to receive the discretionary matching contributions for the year ended December 31, 2024, participants must be employed on the last day of the Plan year. Non-elective contributions may be contributed at the discretion of the Company. Participants must be employed on the last day of the Plan year to receive an allocation of any discretionary non-elective contribution. There were no such contributions for the Plan year ended December 31, 2024. Participants direct the investment of their contributions and Company contributions into various investment options offered by the Plan. Contributions are subject to certain limitations.

Participant accounts: Each participant's account is credited with the participant's contributions, the Company's discretionary matching contributions, if any, as well as allocations of the Company's discretionary non-elective contribution, if any, and Plan earnings. Participant accounts may also be charged with an allocation of certain administrative expenses. Investment earnings and losses are allocated based upon the investment performance of each investment in the participant's account. Allocations of the Company's discretionary non-elective contributions, if any, are based on the ratio of the participant's compensation to total compensation for the Plan year. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

Payment of benefits: Benefits are payable upon retirement at age 65, disability, death, or termination of employment. Hardship withdrawals and in-service withdrawals at age 59 1/2 are also permitted, subject to provisions described in the Plan document. Withdrawals from rollover contributions are permitted at any time. Benefits are payable in lump sum payments and installments for participants subjected to lifetime required minimum distributions.

Cresa, LLC 401(k) Plan (formerly Cresa 401(k) Plan)

Notes to Financial Statements

Vesting: Participants are vested immediately in their contributions plus actual earnings thereon. Prior to the January Restatement, vesting in the Company matching and non-elective contributions was based on years of continuous service of at least 1,000 hours per year. Effective with the January Restatement, vesting in Company discretionary contributions is based on years of continuous service, participant are no longer required to work 1,000 during that year to receive credit. A participant is 100 percent vested after three years of service is completed in the Company matching and non-elective contributions. Different vesting schedules may apply to account balances of participants due to prior Plan provisions as described in the Plan document.

Forfeited accounts: At December 31, 2024 and 2023, forfeited nonvested accounts totaled \$51,150 and \$137,520, respectively. These accounts will be used to pay Plan expenses or reduce Company contributions. During 2024, \$36,000 was used to pay Plan expenses, and \$138,035 was used to reduce Company contributions related to the 2023 Plan year.

Notes receivable from participants: Participants may borrow from their fund accounts a minimum of \$1,000 up to a maximum of the lesser of \$50,000 or 50% of their vested account balance. Loan terms range from one to five years. Effective with the January Restatement, the maximum term of a loan for the purchase of a primary residence was increased to ten years. The loans are secured by the balance in the participant's account and bear interest at the Wall Street Journal Prime Rate plus one percent. Principal and interest are paid through payroll deductions.

Administrative expenses: Certain expenses of maintaining the Plan are paid by the Company. Transaction expenses, such as loan and distribution administration fees, are charged directly to the participant's account and are included in administrative expenses. Participants are also charged an asset based fee for recordkeeping services. These fees are included in administrative expenses.

2. Significant accounting policies

Basis of accounting: The financial statements of the Plan are prepared under the accrual method of accounting.

**Cresa, LLC 401(k) Plan
(formerly Cresa 401(k) Plan)**

Notes to Financial Statements

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. See Note 4 for a discussion of fair value measurements.

Purchases and sales of investments 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.

Notes receivable from participants: Notes receivable from participants are measured at their unpaid principal balance plus any accrued but unpaid interest. Interest income is recorded on the accrual basis. Delinquent loans are reclassified as distributions based upon the terms of the Plan document.

Contributions: Participant contributions and the related Company discretionary matching contributions are recognized in the period the participant contribution is withheld from compensation. Company discretionary non-elective contributions, if any, are recognized in the period the related eligible compensation is paid to the participant.

Payment of benefits: Benefits are recorded when paid.

Use of estimates: The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the reported amounts of assets, liabilities, and changes therein and disclosure of contingent assets and liabilities. Actual results could differ from those estimates.

Subsequent events: The Plan has evaluated subsequent events for disclosure in these financial statements through October 14, 2025, which is the date the financial statements were available to be issued.

**Cresa, LLC 401(k) Plan
(formerly Cresa 401(k) Plan)**

Notes to Financial Statements

- 3. Certified information** Certain information related to investments and notes receivable from participants disclosed in the accompanying financial statements and ERISA-required supplemental schedules, including investments and notes receivable from participants held at December 31, 2024 and 2023, and net appreciation in fair value of investments, interest and dividend income, and interest income from notes receivable from participants for the year ended December 31, 2024, was obtained by management and agreed to or derived from information certified as complete and accurate by Fidelity Management Trust Company and Empower Trust Company, LLC, the trustees of the Plan.
- 4. Fair value measurements** The Plan reports its assets at fair value based on a hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (level 1 measurements) and the lowest priority to unobservable inputs (level 3 measurements). The three levels of the fair value hierarchy are described below:

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

Level 2. Inputs to the valuation methodology include quoted prices for similar assets or liabilities in active markets, quoted prices for identical or similar assets or liabilities in inactive markets, inputs other than quoted prices that are observable for the asset or liability, and inputs that are derived 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 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 used need to maximize the use of observable inputs and minimize the use of unobservable inputs.

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

**Cresa, LLC 401(k) Plan
(formerly Cresa 401(k) Plan)**

Notes to Financial Statements

The fair value of the shares of mutual funds owned by the Plan is based on quoted net asset values on the last business day of the Plan year.

The fair value of the collective trust funds is based on the net asset value ("NAV") on the last business day of the Plan year provided by the entity holding the trust funds. The NAV of the collective trust is used as a practical expedient to estimate fair value and is determined by the fund trustee based on the fair value of underlying assets in the trust, less its liabilities.

The fair value of assets is as follows:

Assets at Fair Value as of December 31, 2024				
	Level 1	Level 2	Level 3	Total
Mutual funds	\$ 3,701,628	\$ -	\$ -	\$ 3,701,628
Total assets within the fair value hierarchy	\$ 3,701,628	\$ -	\$ -	3,701,628
Investments measured at net asset value ^(a)				20,915,268
Total assets at fair value				\$ 24,616,896

Assets at Fair Value as of December 31, 2023				
	Level 1	Level 2	Level 3	Total
Mutual funds	\$ 14,634,439	\$ -	\$ -	\$ 14,634,439
Total assets within the fair value hierarchy	\$ 14,634,439	\$ -	\$ -	14,634,439
Investments measured at net asset value ^(a)				3,917,883
Total assets at fair value				\$ 18,552,322

Cresa, LLC 401(k) Plan (formerly Cresa 401(k) Plan)

Notes to Financial Statements

(a) In accordance with ASC 820, certain investments that were measured at net asset value per share (or its equivalent) as of December 31, 2024 and 2023 have not been classified in the fair value hierarchy. The fair value amounts presented in this table are intended to permit reconciliation of the fair value hierarchy to the line items presented in the Statements of Net Assets Available for Benefits.

Investments in all collective trust funds can be redeemed immediately for participant initiated withdrawals at the current NAV based on the fair value of the underlying assets. Employer or Plan sponsor initiated withdrawals from the Great Gray Collective Investment Trust III for MetLife Group Annuity Contract No. 25554 Fund may result in a reduction in value if the fair value of the fund's underlying assets is less than the guaranteed value of the fund. The Great Gray collective trust funds, including the BlackRock collective trusts, except for the Great Gray Small Cap Growth Fund II and Great Gray Small Cap Value Fund III require advance written notice of five business days for any Plan sponsor directed withdrawals exceeding \$1 million. The Great Gray Small Cap Growth Fund II and Great Gray Small Cap Value Fund III require advance written notice of five business days for any Plan sponsor directed withdrawals exceeding \$1 million or 10 percent of the assets invested in each fund. Additionally if the Plan sponsor were to initiate a withdrawal from the Great Gray Stable Value Fund, an advance written notice of 60 days must be provided and the withdrawal may be subject to a twelve month waiting period. There are no other withdrawal limits, redemption frequency limits or redemption notice periods. There were no unfunded commitments for these investments as of December 31, 2024 and 2023.

- 5. Risks and uncertainties** The Plan provides for investments in various securities that are exposed to 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 the amounts reported in future statements of net assets available for benefits.
- 6. Plan termination** Although it has not expressed any intent to do so, the Company has the right under the Plan to discontinue its contributions at any time and to terminate the Plan subject to the provisions of ERISA. In the event of Plan termination, participants will become fully vested in their accounts.

Cresa, LLC 401(k) Plan (formerly Cresa 401(k) Plan)

Notes to Financial Statements

- 7. Party-in-interest transactions** Certain Plan investments are managed by affiliates of Fidelity Management Trust Company ("Fidelity"). Participants are charged asset based fees for recordkeeping services provided by Empower Trust Company, LLC ("Empower") and Fidelity and investment advisory fees provided by Kestra Advisory Services. Empower and Fidelity are the trustees and recordkeepers as defined by the Plan. During 2024, the Plan paid \$110,433 related to these services. At December 31, 2023, \$26,158 was owed to Empower for these services and reported as accrued expenses in the Statement of Net Assets Available for Benefits. There were no such fees owed to Empower or Fidelity at December 31, 2024. These transactions qualify as exempt party-in-interest transactions.

During 2021, the Company failed to remit to the trustee certain employee contributions \$1,402 within the period prescribed by Department of Labor regulations. These delinquent remittances are considered nonexempt party-in-interest transactions. The Company made corrective contributions to the Plan in 2024 to compensate affected participants for lost earnings on the delinquent remittances.

- 8. Tax status** Prior to January 30, 2024, the Plan was a pre-approved plan of FIS Business Systems, which received an opinion letter on June 30, 2020, in which the Internal Revenue Service ("IRS") stated that the form of the plan document was acceptable under the applicable requirements of the Internal Revenue Code ("IRC"). Effective January 30, 2024, the Plan is a pre-approved plan of FMR LLC, which received an opinion letter on June 30, 2020, in which the IRS stated that the form of the plan document was acceptable under the applicable requirement of the IRC. Although the Plan has been amended since receiving the opinion letter, the Plan administrator believes that the Plan is designed, and is currently being operated, in compliance with the applicable requirements of the IRC and, therefore, believes that the Plan is qualified, and the related trust is tax-exempt.

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

**Cresa, LLC 401(k) Plan
(formerly Cresa 401(k) Plan)**

Notes to Financial Statements

- 9. Reconciliation to Form 5500** The following is a reconciliation of amounts in the financial statements to Form 5500 as of December 31, 2024 and 2023 and for the year ended December 31, 2024:

	2024	2023
Net assets available for benefits per the financial statements	\$ 25,881,035	\$ 19,291,642
Employer contributions receivable	(981,103)	(617,071)
Difference in deemed loans	(12,398)	50,626
Accrued expenses	-	26,158
Rounding	-	(1)
Total net assets per Form 5500	\$ 24,887,534	\$ 18,751,354

Total net increase per the financial statements	\$ 6,589,393
Employer contributions receivable - 2024	(981,103)
Employer contributions receivable - 2023	617,071
Difference in deemed loans - 2024	(12,398)
Difference in deemed loans - 2023	(50,626)
Accrued expenses - 2023	(26,158)
Rounding	1
Total net income (loss) per Form 5500	\$ 6,136,180

- 10. Subsequent events** Effective January 9, 2025, the Plan was amended to change vesting in the Company's matching and non-elective contributions. Effective with the amendment, a participant is 100 percent vested after two years of service is completed.

Effective April 1, 2025, the Plan was amended to provide for the merger into the Plan of the Pacific Program Management Group, LLC 401(k) Plan. As a result of the merger, during April 2025, net assets of approximately \$11.2 million were transferred into the Plan.

Cresa, LLC 401(k) Plan (formerly Cresa 401(k) Plan)

EIN: 81-4198347

Plan: 001

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

<i>December 31, 2024</i>				
(a)	(b)	(c)	(d)	(e)
	Identity of Issue, Borrower Lessor or Similar Party	Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	Cost	Current Value
* <u>Fidelity Management Trust Company:</u>				
	* Fidelity 500 Index Fund	Mutual Fund	NR \$	2,151,912
	* Fidelity Emerging Markets Fund	Mutual Fund	NR	157,743
	* Fidelity Government Money Market Fund	Mutual Fund	NR	2,768
	* Fidelity Mid Cap Index Fund	Mutual Fund	NR	556,284
	* Fidelity Small Cap Index Fund	Mutual Fund	NR	393,905
	* Fidelity Total Bond Fund	Mutual Fund	NR	395,695
	* Fidelity U.S. Bond Index Fund	Mutual Fund	NR	21,379
	iShares MSCI EAFE International Index Fund	Mutual Fund	NR	21,942
	Great Gray International Growth Fund II	Collective Trust	NR	281,662
	Great Gray Large Cap Growth Fund IV	Collective Trust	NR	1,277,654
	Great Gray Large Cap Value Fund	Collective Trust	NR	578,825
	Great Gray Small Cap Growth Fund II	Collective Trust	NR	1,449
	Great Gray Small Cap Value Fund III	Collective Trust	NR	351,236
	Great Gray Stable Value Fund	Collective Trust	NR	955,231
	Great Gray BlackRock LifePath Index 2030 Fund	Collective Trust	NR	3,242,098
	Great Gray BlackRock LifePath Index 2035 Fund	Collective Trust	NR	1,089,994
	Great Gray BlackRock LifePath Index 2040 Fund	Collective Trust	NR	1,992,569
	Great Gray BlackRock LifePath Index 2045 Fund	Collective Trust	NR	2,365,141
	Great Gray BlackRock LifePath Index 2050 Fund	Collective Trust	NR	2,324,734
	Great Gray BlackRock LifePath Index 2055 Fund	Collective Trust	NR	2,500,217
	Great Gray BlackRock LifePath Index 2060 Fund	Collective Trust	NR	1,167,318
	Great Gray BlackRock LifePath Index 2065 Fund	Collective Trust	NR	101,761
	Great Gray BlackRock LifePath Index Retirement Fund	Collective Trust	NR	2,295,317
	Great Gray MetLife Group Annuity Contract No. 25554 Fund	Collective Trust	NR	390,062
	Subtotal			24,616,896
	* Participant loans	Various, bearing interest from 4.25% - 9.50%	-	283,036
	Total			\$ 24,899,932

* A party-in-interest as defined by ERISA.

NR - Not required for participant directed funds.

Refer to accompanying Independent Auditors' Report.

Cresa, LLC 401(k) Plan (formerly Cresa 401(k) Plan)

EIN: 81-4198347

Plan: 001

Schedule H, Line 4a - Schedule of Delinquent Participant Contributions

Year Ended December 31, 2024

Participant Contributions Transferred Late to Plan	Total that Constitute Nonexempt Prohibited Transactions			Total Fully Corrected Under VFCP and PTE 2002-51
	Contributions Not Corrected	Contributions Corrected Outside VFCP	Contributions Pending Correction in VFCP	
Check here if Late Participant Loan Repayments are included: <input type="checkbox"/>				

Amount Withheld	Date Withheld	Date Remitted							
\$ 1,380 22	Various 2021 1/8/2021	Various 2021 2/15/2023	\$ -	\$ -	\$ 1,380 22	\$ -	\$ -	\$ -	\$ -

Refer to accompanying Independent Auditors' Report.

**CRESA, LLC 401(K) PLAN
(FORMERLY CRESA 401(K) PLAN)**

FINANCIAL STATEMENTS

DECEMBER 31, 2024 AND 2023

**Cresa, LLC 401(k) Plan
(formerly Cresa 401(k) Plan)**

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Independent Auditor's Report

To the Plan Administrator
Cresa, LLC 401(k) Plan (formerly Cresa 401(k) Plan)
Washington, District of Columbia

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

We have performed audits of the accompanying financial statements of Cresa, LLC 401(k) Plan (formerly Cresa 401(k) Plan), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 ("ERISA"), as permitted by ERISA Section 103(a)(3)(C) ("ERISA Section 103(a)(3)(C) audit"). The financial statements comprise the Statements of Net Assets Available for Benefits as of December 31, 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 Cresa, LLC 401(k) Plan (formerly Cresa 401(k) Plan)'s financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. As permitted by ERISA Section 103(a)(3)(C), our 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 Fidelity Management Trust Company as of December 31, 2024 and for the period from January 30, 2024 to December 31, 2024, and Empower Trust Company, LLC as of December 31, 2023 and for the period from January 1, 2024 to January 29, 2024 stating that the certified investment information, as described in Note 3 to the financial statements, is complete and accurate.

Opinion

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

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

Independent Auditor's Report (continued)

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 Auditors' Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of Cresa, LLC 401(k) Plan (formerly Cresa 401(k) 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.

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 Cresa, LLC 401(k) Plan (formerly Cresa 401(k) Plan)'s ability to continue as a going concern for one year after the date the financial statements are available to be issued.

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

Auditors' Responsibilities for the Audit of the Financial Statements

Except as described in the Scope and Nature of the ERISA Section 103(a)(3)(C) Audit section of our report, our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with 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.

Independent Auditor's Report (continued)

- 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 Cresa, LLC 401(k) Plan (formerly Cresa 401(k) Plan)'s internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about Cresa, LLC 401(k) Plan (formerly Cresa 401(k) 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 certifications, comparing the certified investment information with the related information presented and disclosed in the financial statements, and reading the disclosures relating to the certified investment information to assess whether they are in accordance with the presentation and disclosure requirements of accounting principles generally accepted in the United States of America.

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

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

Other Matter - Supplemental Schedules Required by ERISA

The supplemental Schedules of Assets (Held at End of Year) as of December 31, 2024 and Delinquent Participant Contributions for the year then ended are presented for purposes of additional analysis and are not a required part of the financial statements but are supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedules, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audits of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with generally accepted auditing standards. For information included in the supplemental schedules that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

Independent Auditor's Report (continued)

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

In our opinion:

- the form and content of the supplemental schedules, other than the information in the supplemental schedules that agreed to or is derived from the certified investment information, are presented, in all material respects, in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.
- the information in the supplemental schedules 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).

Aprio, LLP

Rockville, Maryland

October 14, 2025

**Cresa, LLC 401(k) Plan
(formerly Cresa 401(k) Plan)**

Statements of Net Assets Available for Benefits

<i>December 31,</i>	2024	2023
Assets		
Investments, at fair value	\$ 24,616,896	\$ 18,552,322
Receivables		
Employer contributions	981,103	617,071
Notes receivable from participants	283,036	148,407
Total receivables	1,264,139	765,478
Total assets	25,881,035	19,317,800
Liabilities		
Accrued expenses	-	26,158
Net assets available for benefits	\$ 25,881,035	\$ 19,291,642

The accompanying Notes to Financial Statements are an integral part of these financial statements.

**Cresa, LLC 401(k) Plan
(formerly Cresa 401(k) Plan)**

Statement of Changes in Net Assets Available for Benefits

Year Ended December 31, 2024

Additions

Investment income	
Interest and dividends	\$ 67,431
Net appreciation in fair value of investments	2,684,236

Total investment income 2,751,667

Contributions	
Participant	2,792,666
Employer	1,050,289
Rollovers	2,612,909

Total contributions 6,455,864

Interest income from notes receivable from participants 28,862

Total additions 9,236,393

Deductions

Benefits paid to participants	2,536,567
Administrative expenses	110,433

Total deductions 2,647,000

Net increase 6,589,393

Net assets available for benefits

Beginning of plan year	19,291,642
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End of plan year	\$ 25,881,035
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The accompanying Notes to Financial Statements are an integral part of these financial statements.

**Cresa, LLC 401(k) Plan
(formerly Cresa 401(k) Plan)**

Notes to Financial Statements

- 1. Description of the Plan** The following description of the Cresa, LLC 401(k) Plan (formerly, Cresa 401(k) Plan) (the "Plan") provides only general information. Participants should refer to the Plan document for a more complete description of the Plan's provisions.

General: The Plan is a defined contribution plan covering substantially all employees of Cresa Global, Inc. (the "Company") who have completed two months of service, except for nonresident aliens, employees covered by a collective bargaining agreement and employees of affiliates unless the affiliate adopted the Plan. Employees would enter the Plan on the first day of the month subsequent to satisfying the eligibility requirements. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 ("ERISA").

The Plan was amended and restated effective January 30, 2024 to adopt a pre-approved plan of FMR, LLC (the "January Restatement"). The net assets of the Plan were transferred from Empower Trust Company, LLC to Fidelity Management Trust Company in connection with the January Restatement. Effective with the January Restatement, employees enter the Plan immediately upon satisfying the eligibility requirements.

Effective July 1, 2024, the Plan was amended to add Cresa California Inc. as a participating employer and change the name of the Company to Cresa, LLC. As a result, the Plan name was updated to Cresa, LLC 401(k) Plan effective July 1, 2024.

The Plan was amended December 31, 2024. No significant Plan provisions were impacted by this amendment.

Cresa, LLC 401(k) Plan (formerly Cresa 401(k) Plan)

Notes to Financial Statements

Contributions: Each year, participants may contribute up to 100 percent of pretax annual compensation, as defined in the Plan. Roth contributions are also permitted. Participants who have attained age 50 before the end of the Plan year are eligible to make catch-up contributions. Participants may also contribute amounts representing distributions from other qualified plans (rollovers). The Plan provides for automatic enrollment. Any eligible employee who has not affirmatively elected to contribute to the Plan or has not affirmatively declined to participate in the Plan after the automatic deferral effective date will be automatically enrolled in the Plan with a six percent withholding of pretax annual compensation. The Plan allows for discretionary matching contributions for W-2 earners. During 2024, the Company contributed 50 percent of the first six percent of compensation that a participant contributed to the Plan. Additionally, to receive the discretionary matching contributions for the year ended December 31, 2024, participants must be employed on the last day of the Plan year. Non-elective contributions may be contributed at the discretion of the Company. Participants must be employed on the last day of the Plan year to receive an allocation of any discretionary non-elective contribution. There were no such contributions for the Plan year ended December 31, 2024. Participants direct the investment of their contributions and Company contributions into various investment options offered by the Plan. Contributions are subject to certain limitations.

Participant accounts: Each participant's account is credited with the participant's contributions, the Company's discretionary matching contributions, if any, as well as allocations of the Company's discretionary non-elective contribution, if any, and Plan earnings. Participant accounts may also be charged with an allocation of certain administrative expenses. Investment earnings and losses are allocated based upon the investment performance of each investment in the participant's account. Allocations of the Company's discretionary non-elective contributions, if any, are based on the ratio of the participant's compensation to total compensation for the Plan year. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

Payment of benefits: Benefits are payable upon retirement at age 65, disability, death, or termination of employment. Hardship withdrawals and in-service withdrawals at age 59 1/2 are also permitted, subject to provisions described in the Plan document. Withdrawals from rollover contributions are permitted at any time. Benefits are payable in lump sum payments and installments for participants subjected to lifetime required minimum distributions.

Cresa, LLC 401(k) Plan (formerly Cresa 401(k) Plan)

Notes to Financial Statements

Vesting: Participants are vested immediately in their contributions plus actual earnings thereon. Prior to the January Restatement, vesting in the Company matching and non-elective contributions was based on years of continuous service of at least 1,000 hours per year. Effective with the January Restatement, vesting in Company discretionary contributions is based on years of continuous service, participant are no longer required to work 1,000 during that year to receive credit. A participant is 100 percent vested after three years of service is completed in the Company matching and non-elective contributions. Different vesting schedules may apply to account balances of participants due to prior Plan provisions as described in the Plan document.

Forfeited accounts: At December 31, 2024 and 2023, forfeited nonvested accounts totaled \$51,150 and \$137,520, respectively. These accounts will be used to pay Plan expenses or reduce Company contributions. During 2024, \$36,000 was used to pay Plan expenses, and \$138,035 was used to reduce Company contributions related to the 2023 Plan year.

Notes receivable from participants: Participants may borrow from their fund accounts a minimum of \$1,000 up to a maximum of the lesser of \$50,000 or 50% of their vested account balance. Loan terms range from one to five years. Effective with the January Restatement, the maximum term of a loan for the purchase of a primary residence was increased to ten years. The loans are secured by the balance in the participant's account and bear interest at the Wall Street Journal Prime Rate plus one percent. Principal and interest are paid through payroll deductions.

Administrative expenses: Certain expenses of maintaining the Plan are paid by the Company. Transaction expenses, such as loan and distribution administration fees, are charged directly to the participant's account and are included in administrative expenses. Participants are also charged an asset based fee for recordkeeping services. These fees are included in administrative expenses.

2. Significant accounting policies

Basis of accounting: The financial statements of the Plan are prepared under the accrual method of accounting.

**Cresa, LLC 401(k) Plan
(formerly Cresa 401(k) Plan)**

Notes to Financial Statements

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. See Note 4 for a discussion of fair value measurements.

Purchases and sales of investments 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.

Notes receivable from participants: Notes receivable from participants are measured at their unpaid principal balance plus any accrued but unpaid interest. Interest income is recorded on the accrual basis. Delinquent loans are reclassified as distributions based upon the terms of the Plan document.

Contributions: Participant contributions and the related Company discretionary matching contributions are recognized in the period the participant contribution is withheld from compensation. Company discretionary non-elective contributions, if any, are recognized in the period the related eligible compensation is paid to the participant.

Payment of benefits: Benefits are recorded when paid.

Use of estimates: The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the reported amounts of assets, liabilities, and changes therein and disclosure of contingent assets and liabilities. Actual results could differ from those estimates.

Subsequent events: The Plan has evaluated subsequent events for disclosure in these financial statements through October 14, 2025, which is the date the financial statements were available to be issued.

**Cresa, LLC 401(k) Plan
(formerly Cresa 401(k) Plan)**

Notes to Financial Statements

- 3. Certified information** Certain information related to investments and notes receivable from participants disclosed in the accompanying financial statements and ERISA-required supplemental schedules, including investments and notes receivable from participants held at December 31, 2024 and 2023, and net appreciation in fair value of investments, interest and dividend income, and interest income from notes receivable from participants for the year ended December 31, 2024, was obtained by management and agreed to or derived from information certified as complete and accurate by Fidelity Management Trust Company and Empower Trust Company, LLC, the trustees of the Plan.
- 4. Fair value measurements** The Plan reports its assets at fair value based on a hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (level 1 measurements) and the lowest priority to unobservable inputs (level 3 measurements). The three levels of the fair value hierarchy are described below:

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

Level 2. Inputs to the valuation methodology include quoted prices for similar assets or liabilities in active markets, quoted prices for identical or similar assets or liabilities in inactive markets, inputs other than quoted prices that are observable for the asset or liability, and inputs that are derived 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 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 used need to maximize the use of observable inputs and minimize the use of unobservable inputs.

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

**Cresa, LLC 401(k) Plan
(formerly Cresa 401(k) Plan)**

Notes to Financial Statements

The fair value of the shares of mutual funds owned by the Plan is based on quoted net asset values on the last business day of the Plan year.

The fair value of the collective trust funds is based on the net asset value ("NAV") on the last business day of the Plan year provided by the entity holding the trust funds. The NAV of the collective trust is used as a practical expedient to estimate fair value and is determined by the fund trustee based on the fair value of underlying assets in the trust, less its liabilities.

The fair value of assets is as follows:

Assets at Fair Value as of December 31, 2024				
	Level 1	Level 2	Level 3	Total
Mutual funds	\$ 3,701,628	\$ -	\$ -	\$ 3,701,628
Total assets within the fair value hierarchy	\$ 3,701,628	\$ -	\$ -	3,701,628
Investments measured at net asset value ^(a)				20,915,268
Total assets at fair value				\$ 24,616,896

Assets at Fair Value as of December 31, 2023				
	Level 1	Level 2	Level 3	Total
Mutual funds	\$ 14,634,439	\$ -	\$ -	\$ 14,634,439
Total assets within the fair value hierarchy	\$ 14,634,439	\$ -	\$ -	14,634,439
Investments measured at net asset value ^(a)				3,917,883
Total assets at fair value				\$ 18,552,322

Cresa, LLC 401(k) Plan (formerly Cresa 401(k) Plan)

Notes to Financial Statements

(a) In accordance with ASC 820, certain investments that were measured at net asset value per share (or its equivalent) as of December 31, 2024 and 2023 have not been classified in the fair value hierarchy. The fair value amounts presented in this table are intended to permit reconciliation of the fair value hierarchy to the line items presented in the Statements of Net Assets Available for Benefits.

Investments in all collective trust funds can be redeemed immediately for participant initiated withdrawals at the current NAV based on the fair value of the underlying assets. Employer or Plan sponsor initiated withdrawals from the Great Gray Collective Investment Trust III for MetLife Group Annuity Contract No. 25554 Fund may result in a reduction in value if the fair value of the fund's underlying assets is less than the guaranteed value of the fund. The Great Gray collective trust funds, including the BlackRock collective trusts, except for the Great Gray Small Cap Growth Fund II and Great Gray Small Cap Value Fund III require advance written notice of five business days for any Plan sponsor directed withdrawals exceeding \$1 million. The Great Gray Small Cap Growth Fund II and Great Gray Small Cap Value Fund III require advance written notice of five business days for any Plan sponsor directed withdrawals exceeding \$1 million or 10 percent of the assets invested in each fund. Additionally if the Plan sponsor were to initiate a withdrawal from the Great Gray Stable Value Fund, an advance written notice of 60 days must be provided and the withdrawal may be subject to a twelve month waiting period. There are no other withdrawal limits, redemption frequency limits or redemption notice periods. There were no unfunded commitments for these investments as of December 31, 2024 and 2023.

- 5. Risks and uncertainties** The Plan provides for investments in various securities that are exposed to 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 the amounts reported in future statements of net assets available for benefits.
- 6. Plan termination** Although it has not expressed any intent to do so, the Company has the right under the Plan to discontinue its contributions at any time and to terminate the Plan subject to the provisions of ERISA. In the event of Plan termination, participants will become fully vested in their accounts.

Cresa, LLC 401(k) Plan (formerly Cresa 401(k) Plan)

Notes to Financial Statements

- 7. Party-in-interest transactions** Certain Plan investments are managed by affiliates of Fidelity Management Trust Company ("Fidelity"). Participants are charged asset based fees for recordkeeping services provided by Empower Trust Company, LLC ("Empower") and Fidelity and investment advisory fees provided by Kestra Advisory Services. Empower and Fidelity are the trustees and recordkeepers as defined by the Plan. During 2024, the Plan paid \$110,433 related to these services. At December 31, 2023, \$26,158 was owed to Empower for these services and reported as accrued expenses in the Statement of Net Assets Available for Benefits. There were no such fees owed to Empower or Fidelity at December 31, 2024. These transactions qualify as exempt party-in-interest transactions.

During 2021, the Company failed to remit to the trustee certain employee contributions \$1,402 within the period prescribed by Department of Labor regulations. These delinquent remittances are considered nonexempt party-in-interest transactions. The Company made corrective contributions to the Plan in 2024 to compensate affected participants for lost earnings on the delinquent remittances.

- 8. Tax status** Prior to January 30, 2024, the Plan was a pre-approved plan of FIS Business Systems, which received an opinion letter on June 30, 2020, in which the Internal Revenue Service ("IRS") stated that the form of the plan document was acceptable under the applicable requirements of the Internal Revenue Code ("IRC"). Effective January 30, 2024, the Plan is a pre-approved plan of FMR LLC, which received an opinion letter on June 30, 2020, in which the IRS stated that the form of the plan document was acceptable under the applicable requirement of the IRC. Although the Plan has been amended since receiving the opinion letter, the Plan administrator believes that the Plan is designed, and is currently being operated, in compliance with the applicable requirements of the IRC and, therefore, believes that the Plan is qualified, and the related trust is tax-exempt.

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

**Cresa, LLC 401(k) Plan
(formerly Cresa 401(k) Plan)**

Notes to Financial Statements

- 9. Reconciliation to Form 5500** The following is a reconciliation of amounts in the financial statements to Form 5500 as of December 31, 2024 and 2023 and for the year ended December 31, 2024:

	2024	2023
Net assets available for benefits per the financial statements	\$ 25,881,035	\$ 19,291,642
Employer contributions receivable	(981,103)	(617,071)
Difference in deemed loans	(12,398)	50,626
Accrued expenses	-	26,158
Rounding	-	(1)
Total net assets per Form 5500	\$ 24,887,534	\$ 18,751,354

Total net increase per the financial statements	\$ 6,589,393
Employer contributions receivable - 2024	(981,103)
Employer contributions receivable - 2023	617,071
Difference in deemed loans - 2024	(12,398)
Difference in deemed loans - 2023	(50,626)
Accrued expenses - 2023	(26,158)
Rounding	1
Total net income (loss) per Form 5500	\$ 6,136,180

- 10. Subsequent events** Effective January 9, 2025, the Plan was amended to change vesting in the Company's matching and non-elective contributions. Effective with the amendment, a participant is 100 percent vested after two years of service is completed.

Effective April 1, 2025, the Plan was amended to provide for the merger into the Plan of the Pacific Program Management Group, LLC 401(k) Plan. As a result of the merger, during April 2025, net assets of approximately \$11.2 million were transferred into the Plan.

Cresa, LLC 401(k) Plan (formerly Cresa 401(k) Plan)

EIN: 81-4198347

Plan: 001

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

<i>December 31, 2024</i>				
(a)	(b)	(c)	(d)	(e)
	Identity of Issue, Borrower Lessor or Similar Party	Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	Cost	Current Value
	<i>* Fidelity Management Trust Company:</i>			
	* Fidelity 500 Index Fund	Mutual Fund	NR \$	2,151,912
	* Fidelity Emerging Markets Fund	Mutual Fund	NR	157,743
	* Fidelity Government Money Market Fund	Mutual Fund	NR	2,768
	* Fidelity Mid Cap Index Fund	Mutual Fund	NR	556,284
	* Fidelity Small Cap Index Fund	Mutual Fund	NR	393,905
	* Fidelity Total Bond Fund	Mutual Fund	NR	395,695
	* Fidelity U.S. Bond Index Fund	Mutual Fund	NR	21,379
	iShares MSCI EAFE International Index Fund	Mutual Fund	NR	21,942
	Great Gray International Growth Fund II	Collective Trust	NR	281,662
	Great Gray Large Cap Growth Fund IV	Collective Trust	NR	1,277,654
	Great Gray Large Cap Value Fund	Collective Trust	NR	578,825
	Great Gray Small Cap Growth Fund II	Collective Trust	NR	1,449
	Great Gray Small Cap Value Fund III	Collective Trust	NR	351,236
	Great Gray Stable Value Fund	Collective Trust	NR	955,231
	Great Gray BlackRock LifePath Index 2030 Fund	Collective Trust	NR	3,242,098
	Great Gray BlackRock LifePath Index 2035 Fund	Collective Trust	NR	1,089,994
	Great Gray BlackRock LifePath Index 2040 Fund	Collective Trust	NR	1,992,569
	Great Gray BlackRock LifePath Index 2045 Fund	Collective Trust	NR	2,365,141
	Great Gray BlackRock LifePath Index 2050 Fund	Collective Trust	NR	2,324,734
	Great Gray BlackRock LifePath Index 2055 Fund	Collective Trust	NR	2,500,217
	Great Gray BlackRock LifePath Index 2060 Fund	Collective Trust	NR	1,167,318
	Great Gray BlackRock LifePath Index 2065 Fund	Collective Trust	NR	101,761
	Great Gray BlackRock LifePath Index Retirement Fund	Collective Trust	NR	2,295,317
	Great Gray MetLife Group Annuity Contract No. 25554 Fund	Collective Trust	NR	390,062
	Subtotal			24,616,896
	* Participant loans	Various, bearing interest from 4.25% - 9.50%	-	283,036
	Total			\$ 24,899,932

* A party-in-interest as defined by ERISA.

NR - Not required for participant directed funds.

Refer to accompanying Independent Auditors' Report.

Cresa, LLC 401(k) Plan (formerly Cresa 401(k) Plan)

EIN: 81-4198347

Plan: 001

Schedule H, Line 4a - Schedule of Delinquent Participant Contributions

Year Ended December 31, 2024

Participant Contributions Transferred Late to Plan	Total that Constitute Nonexempt Prohibited Transactions			Total Fully Corrected Under VFCP and PTE 2002-51
	Contributions Not Corrected	Contributions Corrected Outside VFCP	Contributions Pending Correction in VFCP	
Check here if Late Participant Loan Repayments are included: <input type="checkbox"/>				

Amount Withheld	Date Withheld	Date Remitted							
\$ 1,380 22	Various 2021 1/8/2021	Various 2021 2/15/2023	\$ -	\$ -	\$ 1,380 22	\$ -	\$ -	\$ -	\$ -

Refer to accompanying Independent Auditors' Report.

**CRESA, LLC 401(K) PLAN
(FORMERLY CRESA 401(K) PLAN)**

FINANCIAL STATEMENTS

DECEMBER 31, 2024 AND 2023

**Cresa, LLC 401(k) Plan
(formerly Cresa 401(k) Plan)**

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Independent Auditor's Report

To the Plan Administrator
Cresa, LLC 401(k) Plan (formerly Cresa 401(k) Plan)
Washington, District of Columbia

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

We have performed audits of the accompanying financial statements of Cresa, LLC 401(k) Plan (formerly Cresa 401(k) Plan), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 ("ERISA"), as permitted by ERISA Section 103(a)(3)(C) ("ERISA Section 103(a)(3)(C) audit"). The financial statements comprise the Statements of Net Assets Available for Benefits as of December 31, 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 Cresa, LLC 401(k) Plan (formerly Cresa 401(k) Plan)'s financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. As permitted by ERISA Section 103(a)(3)(C), our 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 Fidelity Management Trust Company as of December 31, 2024 and for the period from January 30, 2024 to December 31, 2024, and Empower Trust Company, LLC as of December 31, 2023 and for the period from January 1, 2024 to January 29, 2024 stating that the certified investment information, as described in Note 3 to the financial statements, is complete and accurate.

Opinion

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

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

Independent Auditor's Report (continued)

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 Auditors' Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of Cresa, LLC 401(k) Plan (formerly Cresa 401(k) 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.

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 Cresa, LLC 401(k) Plan (formerly Cresa 401(k) Plan)'s ability to continue as a going concern for one year after the date the financial statements are available to be issued.

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

Auditors' Responsibilities for the Audit of the Financial Statements

Except as described in the Scope and Nature of the ERISA Section 103(a)(3)(C) Audit section of our report, our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with 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.

Independent Auditor's Report (continued)

- 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 Cresa, LLC 401(k) Plan (formerly Cresa 401(k) Plan)'s internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about Cresa, LLC 401(k) Plan (formerly Cresa 401(k) 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 certifications, comparing the certified investment information with the related information presented and disclosed in the financial statements, and reading the disclosures relating to the certified investment information to assess whether they are in accordance with the presentation and disclosure requirements of accounting principles generally accepted in the United States of America.

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

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

Other Matter - Supplemental Schedules Required by ERISA

The supplemental Schedules of Assets (Held at End of Year) as of December 31, 2024 and Delinquent Participant Contributions for the year then ended are presented for purposes of additional analysis and are not a required part of the financial statements but are supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedules, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audits of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with generally accepted auditing standards. For information included in the supplemental schedules that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

Independent Auditor's Report (continued)

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

In our opinion:

- the form and content of the supplemental schedules, other than the information in the supplemental schedules that agreed to or is derived from the certified investment information, are presented, in all material respects, in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.
- the information in the supplemental schedules 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).

Aprio, LLP

Rockville, Maryland

October 14, 2025

**Cresa, LLC 401(k) Plan
(formerly Cresa 401(k) Plan)**

Statements of Net Assets Available for Benefits

<i>December 31,</i>	2024	2023
Assets		
Investments, at fair value	\$ 24,616,896	\$ 18,552,322
Receivables		
Employer contributions	981,103	617,071
Notes receivable from participants	283,036	148,407
Total receivables	1,264,139	765,478
Total assets	25,881,035	19,317,800
Liabilities		
Accrued expenses	-	26,158
Net assets available for benefits	\$ 25,881,035	\$ 19,291,642

The accompanying Notes to Financial Statements are an integral part of these financial statements.

**Cresa, LLC 401(k) Plan
(formerly Cresa 401(k) Plan)**

Statement of Changes in Net Assets Available for Benefits

Year Ended December 31, 2024

Additions

Investment income	
Interest and dividends	\$ 67,431
Net appreciation in fair value of investments	2,684,236

Total investment income 2,751,667

Contributions	
Participant	2,792,666
Employer	1,050,289
Rollovers	2,612,909

Total contributions 6,455,864

Interest income from notes receivable from participants 28,862

Total additions 9,236,393

Deductions

Benefits paid to participants	2,536,567
Administrative expenses	110,433

Total deductions 2,647,000

Net increase 6,589,393

Net assets available for benefits

Beginning of plan year	19,291,642
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End of plan year	\$ 25,881,035
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The accompanying Notes to Financial Statements are an integral part of these financial statements.

**Cresa, LLC 401(k) Plan
(formerly Cresa 401(k) Plan)**

Notes to Financial Statements

- 1. Description of the Plan** The following description of the Cresa, LLC 401(k) Plan (formerly, Cresa 401(k) Plan) (the "Plan") provides only general information. Participants should refer to the Plan document for a more complete description of the Plan's provisions.

General: The Plan is a defined contribution plan covering substantially all employees of Cresa Global, Inc. (the "Company") who have completed two months of service, except for nonresident aliens, employees covered by a collective bargaining agreement and employees of affiliates unless the affiliate adopted the Plan. Employees would enter the Plan on the first day of the month subsequent to satisfying the eligibility requirements. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 ("ERISA").

The Plan was amended and restated effective January 30, 2024 to adopt a pre-approved plan of FMR, LLC (the "January Restatement"). The net assets of the Plan were transferred from Empower Trust Company, LLC to Fidelity Management Trust Company in connection with the January Restatement. Effective with the January Restatement, employees enter the Plan immediately upon satisfying the eligibility requirements.

Effective July 1, 2024, the Plan was amended to add Cresa California Inc. as a participating employer and change the name of the Company to Cresa, LLC. As a result, the Plan name was updated to Cresa, LLC 401(k) Plan effective July 1, 2024.

The Plan was amended December 31, 2024. No significant Plan provisions were impacted by this amendment.

Cresa, LLC 401(k) Plan (formerly Cresa 401(k) Plan)

Notes to Financial Statements

Contributions: Each year, participants may contribute up to 100 percent of pretax annual compensation, as defined in the Plan. Roth contributions are also permitted. Participants who have attained age 50 before the end of the Plan year are eligible to make catch-up contributions. Participants may also contribute amounts representing distributions from other qualified plans (rollovers). The Plan provides for automatic enrollment. Any eligible employee who has not affirmatively elected to contribute to the Plan or has not affirmatively declined to participate in the Plan after the automatic deferral effective date will be automatically enrolled in the Plan with a six percent withholding of pretax annual compensation. The Plan allows for discretionary matching contributions for W-2 earners. During 2024, the Company contributed 50 percent of the first six percent of compensation that a participant contributed to the Plan. Additionally, to receive the discretionary matching contributions for the year ended December 31, 2024, participants must be employed on the last day of the Plan year. Non-elective contributions may be contributed at the discretion of the Company. Participants must be employed on the last day of the Plan year to receive an allocation of any discretionary non-elective contribution. There were no such contributions for the Plan year ended December 31, 2024. Participants direct the investment of their contributions and Company contributions into various investment options offered by the Plan. Contributions are subject to certain limitations.

Participant accounts: Each participant's account is credited with the participant's contributions, the Company's discretionary matching contributions, if any, as well as allocations of the Company's discretionary non-elective contribution, if any, and Plan earnings. Participant accounts may also be charged with an allocation of certain administrative expenses. Investment earnings and losses are allocated based upon the investment performance of each investment in the participant's account. Allocations of the Company's discretionary non-elective contributions, if any, are based on the ratio of the participant's compensation to total compensation for the Plan year. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

Payment of benefits: Benefits are payable upon retirement at age 65, disability, death, or termination of employment. Hardship withdrawals and in-service withdrawals at age 59 1/2 are also permitted, subject to provisions described in the Plan document. Withdrawals from rollover contributions are permitted at any time. Benefits are payable in lump sum payments and installments for participants subjected to lifetime required minimum distributions.

Cresa, LLC 401(k) Plan (formerly Cresa 401(k) Plan)

Notes to Financial Statements

Vesting: Participants are vested immediately in their contributions plus actual earnings thereon. Prior to the January Restatement, vesting in the Company matching and non-elective contributions was based on years of continuous service of at least 1,000 hours per year. Effective with the January Restatement, vesting in Company discretionary contributions is based on years of continuous service, participant are no longer required to work 1,000 during that year to receive credit. A participant is 100 percent vested after three years of service is completed in the Company matching and non-elective contributions. Different vesting schedules may apply to account balances of participants due to prior Plan provisions as described in the Plan document.

Forfeited accounts: At December 31, 2024 and 2023, forfeited nonvested accounts totaled \$51,150 and \$137,520, respectively. These accounts will be used to pay Plan expenses or reduce Company contributions. During 2024, \$36,000 was used to pay Plan expenses, and \$138,035 was used to reduce Company contributions related to the 2023 Plan year.

Notes receivable from participants: Participants may borrow from their fund accounts a minimum of \$1,000 up to a maximum of the lesser of \$50,000 or 50% of their vested account balance. Loan terms range from one to five years. Effective with the January Restatement, the maximum term of a loan for the purchase of a primary residence was increased to ten years. The loans are secured by the balance in the participant's account and bear interest at the Wall Street Journal Prime Rate plus one percent. Principal and interest are paid through payroll deductions.

Administrative expenses: Certain expenses of maintaining the Plan are paid by the Company. Transaction expenses, such as loan and distribution administration fees, are charged directly to the participant's account and are included in administrative expenses. Participants are also charged an asset based fee for recordkeeping services. These fees are included in administrative expenses.

2. Significant accounting policies

Basis of accounting: The financial statements of the Plan are prepared under the accrual method of accounting.

**Cresa, LLC 401(k) Plan
(formerly Cresa 401(k) Plan)**

Notes to Financial Statements

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. See Note 4 for a discussion of fair value measurements.

Purchases and sales of investments 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.

Notes receivable from participants: Notes receivable from participants are measured at their unpaid principal balance plus any accrued but unpaid interest. Interest income is recorded on the accrual basis. Delinquent loans are reclassified as distributions based upon the terms of the Plan document.

Contributions: Participant contributions and the related Company discretionary matching contributions are recognized in the period the participant contribution is withheld from compensation. Company discretionary non-elective contributions, if any, are recognized in the period the related eligible compensation is paid to the participant.

Payment of benefits: Benefits are recorded when paid.

Use of estimates: The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the reported amounts of assets, liabilities, and changes therein and disclosure of contingent assets and liabilities. Actual results could differ from those estimates.

Subsequent events: The Plan has evaluated subsequent events for disclosure in these financial statements through October 14, 2025, which is the date the financial statements were available to be issued.

**Cresa, LLC 401(k) Plan
(formerly Cresa 401(k) Plan)**

Notes to Financial Statements

- 3. Certified information** Certain information related to investments and notes receivable from participants disclosed in the accompanying financial statements and ERISA-required supplemental schedules, including investments and notes receivable from participants held at December 31, 2024 and 2023, and net appreciation in fair value of investments, interest and dividend income, and interest income from notes receivable from participants for the year ended December 31, 2024, was obtained by management and agreed to or derived from information certified as complete and accurate by Fidelity Management Trust Company and Empower Trust Company, LLC, the trustees of the Plan.
- 4. Fair value measurements** The Plan reports its assets at fair value based on a hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (level 1 measurements) and the lowest priority to unobservable inputs (level 3 measurements). The three levels of the fair value hierarchy are described below:

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

Level 2. Inputs to the valuation methodology include quoted prices for similar assets or liabilities in active markets, quoted prices for identical or similar assets or liabilities in inactive markets, inputs other than quoted prices that are observable for the asset or liability, and inputs that are derived 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 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 used need to maximize the use of observable inputs and minimize the use of unobservable inputs.

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

**Cresa, LLC 401(k) Plan
(formerly Cresa 401(k) Plan)**

Notes to Financial Statements

The fair value of the shares of mutual funds owned by the Plan is based on quoted net asset values on the last business day of the Plan year.

The fair value of the collective trust funds is based on the net asset value ("NAV") on the last business day of the Plan year provided by the entity holding the trust funds. The NAV of the collective trust is used as a practical expedient to estimate fair value and is determined by the fund trustee based on the fair value of underlying assets in the trust, less its liabilities.

The fair value of assets is as follows:

Assets at Fair Value as of December 31, 2024				
	Level 1	Level 2	Level 3	Total
Mutual funds	\$ 3,701,628	\$ -	\$ -	\$ 3,701,628
Total assets within the fair value hierarchy	\$ 3,701,628	\$ -	\$ -	3,701,628
Investments measured at net asset value ^(a)				20,915,268
Total assets at fair value				\$ 24,616,896

Assets at Fair Value as of December 31, 2023				
	Level 1	Level 2	Level 3	Total
Mutual funds	\$ 14,634,439	\$ -	\$ -	\$ 14,634,439
Total assets within the fair value hierarchy	\$ 14,634,439	\$ -	\$ -	14,634,439
Investments measured at net asset value ^(a)				3,917,883
Total assets at fair value				\$ 18,552,322

Cresa, LLC 401(k) Plan (formerly Cresa 401(k) Plan)

Notes to Financial Statements

(a) In accordance with ASC 820, certain investments that were measured at net asset value per share (or its equivalent) as of December 31, 2024 and 2023 have not been classified in the fair value hierarchy. The fair value amounts presented in this table are intended to permit reconciliation of the fair value hierarchy to the line items presented in the Statements of Net Assets Available for Benefits.

Investments in all collective trust funds can be redeemed immediately for participant initiated withdrawals at the current NAV based on the fair value of the underlying assets. Employer or Plan sponsor initiated withdrawals from the Great Gray Collective Investment Trust III for MetLife Group Annuity Contract No. 25554 Fund may result in a reduction in value if the fair value of the fund's underlying assets is less than the guaranteed value of the fund. The Great Gray collective trust funds, including the BlackRock collective trusts, except for the Great Gray Small Cap Growth Fund II and Great Gray Small Cap Value Fund III require advance written notice of five business days for any Plan sponsor directed withdrawals exceeding \$1 million. The Great Gray Small Cap Growth Fund II and Great Gray Small Cap Value Fund III require advance written notice of five business days for any Plan sponsor directed withdrawals exceeding \$1 million or 10 percent of the assets invested in each fund. Additionally if the Plan sponsor were to initiate a withdrawal from the Great Gray Stable Value Fund, an advance written notice of 60 days must be provided and the withdrawal may be subject to a twelve month waiting period. There are no other withdrawal limits, redemption frequency limits or redemption notice periods. There were no unfunded commitments for these investments as of December 31, 2024 and 2023.

- 5. Risks and uncertainties**

The Plan provides for investments in various securities that are exposed to 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 the amounts reported in future statements of net assets available for benefits.
- 6. Plan termination**

Although it has not expressed any intent to do so, the Company has the right under the Plan to discontinue its contributions at any time and to terminate the Plan subject to the provisions of ERISA. In the event of Plan termination, participants will become fully vested in their accounts.

Cresa, LLC 401(k) Plan (formerly Cresa 401(k) Plan)

Notes to Financial Statements

- 7. Party-in-interest transactions** Certain Plan investments are managed by affiliates of Fidelity Management Trust Company ("Fidelity"). Participants are charged asset based fees for recordkeeping services provided by Empower Trust Company, LLC ("Empower") and Fidelity and investment advisory fees provided by Kestra Advisory Services. Empower and Fidelity are the trustees and recordkeepers as defined by the Plan. During 2024, the Plan paid \$110,433 related to these services. At December 31, 2023, \$26,158 was owed to Empower for these services and reported as accrued expenses in the Statement of Net Assets Available for Benefits. There were no such fees owed to Empower or Fidelity at December 31, 2024. These transactions qualify as exempt party-in-interest transactions.

During 2021, the Company failed to remit to the trustee certain employee contributions \$1,402 within the period prescribed by Department of Labor regulations. These delinquent remittances are considered nonexempt party-in-interest transactions. The Company made corrective contributions to the Plan in 2024 to compensate affected participants for lost earnings on the delinquent remittances.

- 8. Tax status** Prior to January 30, 2024, the Plan was a pre-approved plan of FIS Business Systems, which received an opinion letter on June 30, 2020, in which the Internal Revenue Service ("IRS") stated that the form of the plan document was acceptable under the applicable requirements of the Internal Revenue Code ("IRC"). Effective January 30, 2024, the Plan is a pre-approved plan of FMR LLC, which received an opinion letter on June 30, 2020, in which the IRS stated that the form of the plan document was acceptable under the applicable requirement of the IRC. Although the Plan has been amended since receiving the opinion letter, the Plan administrator believes that the Plan is designed, and is currently being operated, in compliance with the applicable requirements of the IRC and, therefore, believes that the Plan is qualified, and the related trust is tax-exempt.

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

**Cresa, LLC 401(k) Plan
(formerly Cresa 401(k) Plan)**

Notes to Financial Statements

- 9. Reconciliation to Form 5500** The following is a reconciliation of amounts in the financial statements to Form 5500 as of December 31, 2024 and 2023 and for the year ended December 31, 2024:

	2024	2023
Net assets available for benefits per the financial statements	\$ 25,881,035	\$ 19,291,642
Employer contributions receivable	(981,103)	(617,071)
Difference in deemed loans	(12,398)	50,626
Accrued expenses	-	26,158
Rounding	-	(1)
Total net assets per Form 5500	\$ 24,887,534	\$ 18,751,354

Total net increase per the financial statements	\$ 6,589,393
Employer contributions receivable - 2024	(981,103)
Employer contributions receivable - 2023	617,071
Difference in deemed loans - 2024	(12,398)
Difference in deemed loans - 2023	(50,626)
Accrued expenses - 2023	(26,158)
Rounding	1
Total net income (loss) per Form 5500	\$ 6,136,180

- 10. Subsequent events** Effective January 9, 2025, the Plan was amended to change vesting in the Company's matching and non-elective contributions. Effective with the amendment, a participant is 100 percent vested after two years of service is completed.

Effective April 1, 2025, the Plan was amended to provide for the merger into the Plan of the Pacific Program Management Group, LLC 401(k) Plan. As a result of the merger, during April 2025, net assets of approximately \$11.2 million were transferred into the Plan.

Cresa, LLC 401(k) Plan (formerly Cresa 401(k) Plan)

EIN: 81-4198347

Plan: 001

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

<i>December 31, 2024</i>				
(a)	(b)	(c)	(d)	(e)
	Identity of Issue, Borrower Lessor or Similar Party	Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	Cost	Current Value
* <u>Fidelity Management Trust Company:</u>				
	* Fidelity 500 Index Fund	Mutual Fund	NR \$	2,151,912
	* Fidelity Emerging Markets Fund	Mutual Fund	NR	157,743
	* Fidelity Government Money Market Fund	Mutual Fund	NR	2,768
	* Fidelity Mid Cap Index Fund	Mutual Fund	NR	556,284
	* Fidelity Small Cap Index Fund	Mutual Fund	NR	393,905
	* Fidelity Total Bond Fund	Mutual Fund	NR	395,695
	* Fidelity U.S. Bond Index Fund	Mutual Fund	NR	21,379
	iShares MSCI EAFE International Index Fund	Mutual Fund	NR	21,942
	Great Gray International Growth Fund II	Collective Trust	NR	281,662
	Great Gray Large Cap Growth Fund IV	Collective Trust	NR	1,277,654
	Great Gray Large Cap Value Fund	Collective Trust	NR	578,825
	Great Gray Small Cap Growth Fund II	Collective Trust	NR	1,449
	Great Gray Small Cap Value Fund III	Collective Trust	NR	351,236
	Great Gray Stable Value Fund	Collective Trust	NR	955,231
	Great Gray BlackRock LifePath Index 2030 Fund	Collective Trust	NR	3,242,098
	Great Gray BlackRock LifePath Index 2035 Fund	Collective Trust	NR	1,089,994
	Great Gray BlackRock LifePath Index 2040 Fund	Collective Trust	NR	1,992,569
	Great Gray BlackRock LifePath Index 2045 Fund	Collective Trust	NR	2,365,141
	Great Gray BlackRock LifePath Index 2050 Fund	Collective Trust	NR	2,324,734
	Great Gray BlackRock LifePath Index 2055 Fund	Collective Trust	NR	2,500,217
	Great Gray BlackRock LifePath Index 2060 Fund	Collective Trust	NR	1,167,318
	Great Gray BlackRock LifePath Index 2065 Fund	Collective Trust	NR	101,761
	Great Gray BlackRock LifePath Index Retirement Fund	Collective Trust	NR	2,295,317
	Great Gray MetLife Group Annuity Contract No. 25554 Fund	Collective Trust	NR	390,062
	Subtotal			24,616,896
	* Participant loans	Various, bearing interest from 4.25% - 9.50%	-	283,036
	Total			\$ 24,899,932

* A party-in-interest as defined by ERISA.

NR - Not required for participant directed funds.

Refer to accompanying Independent Auditors' Report.

Cresa, LLC 401(k) Plan (formerly Cresa 401(k) Plan)

EIN: 81-4198347

Plan: 001

Schedule H, Line 4a - Schedule of Delinquent Participant Contributions

Year Ended December 31, 2024

Participant Contributions Transferred Late to Plan	Total that Constitute Nonexempt Prohibited Transactions			Total Fully Corrected Under VFCP and PTE 2002-51
	Contributions Not Corrected	Contributions Corrected Outside VFCP	Contributions Pending Correction in VFCP	
Check here if Late Participant Loan Repayments are included: <input type="checkbox"/>				

Amount Withheld	Date Withheld	Date Remitted							
\$ 1,380 22	Various 2021 1/8/2021	Various 2021 2/15/2023	\$ -	\$ -	\$ 1,380 22	\$ -	\$ -	\$ -	\$ -

Refer to accompanying Independent Auditors' Report.