

Form 5500

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security
Administration

Pension Benefit Guaranty Corporation

Annual Return/Report of Employee Benefit Plan

This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code).

▶ Complete all entries in accordance with the instructions to the Form 5500.

OMB Nos. 1210-0110
1210-0089

2024

This Form is Open to Public Inspection

Part I Annual Report Identification Information

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

- A This return/report is for: [] a multiemployer plan [] a multiple-employer plan (Filers checking this box must provide participating employer information in accordance with the form instructions.) [x] a single-employer plan [] a DFE (specify) ____
B This return/report is: [] the first return/report [] the final return/report [x] an amended return/report [] a short plan year return/report (less than 12 months)
C If the plan is a collectively-bargained plan, check here. []
D Check box if filing under: [x] Form 5558 [] automatic extension [] the DFVC program [] special extension (enter description)
E If this is a retroactively adopted plan permitted by SECURE Act section 201, check here. []

Part II Basic Plan Information—enter all requested information

1a Name of plan: RENEWABLE ENERGY SYSTEMS AMERICAS INC. 401(K) PLAN
1b Three-digit plan number (PN): 001
1c Effective date of plan: 01/01/2001
2a Plan sponsor's name (employer, if for a single-employer plan): RENEWABLE ENERGY SYSTEMS AMERICAS INC.
2b Employer Identification Number (EIN): 95-4683730
2c Plan Sponsor's telephone number: 303-439-4274
2d Business code (see instructions): 237990

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.

Table with 4 columns: SIGN HERE, Signature of plan administrator, Date, Enter name of individual signing as plan administrator. Includes rows for employer/plan sponsor and DFE.

For Paperwork Reduction Act Notice, see the Instructions for Form 5500.

Form 5500 (2024) v. 240311

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	1622
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)	1220
	6a(2)	1300
	6b	1
	6c	400
	6d	1701
	6e	4
	6f	1705
	6g(1)	1036
	6g(2)	1138
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 2T 2E 3D 2R

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

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

b General Schedules

- (1) **H** (Financial Information)
- (2) **I** (Financial Information – Small Plan)
- (3) **A** (Insurance Information) – Number Attached 0
- (4) **C** (Service Provider Information)
- (5) **D** (DFE/Participating Plan Information)
- (6) **G** (Financial Transaction Schedules)

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

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

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

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

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

Receipt Confirmation Code _____

SCHEDULE C (Form 5500) <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 RENEWABLE ENERGY SYSTEMS AMERICAS INC. 401(K) PLAN	B Three-digit plan number (PN) ▶	001
C Plan sponsor's name as shown on line 2a of Form 5500 RENEWABLE ENERGY SYSTEMS AMERICAS INC.	D Employer Identification Number (EIN) 95-4683730	

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

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)

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 71	RECORDKEEPER	93020	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.	
INVS DEVELOP MKT Y - INVESCO INVES 11 GREENWAY PLAZA, SUITE 100 HOUSTON, TX 77046	0.25%	
(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.	
PIF DVRSD REAL AST I - PRINCIPAL S 711 HIGH STREET DES MOINES, IA 50392	0.10%	
(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.	
DFA US CORE EQUITY I 6300 BEE CAVES ROAD BUILDING ONE AUSTIN, TX 78746	0.02%	

Part II Service Providers Who Fail or Refuse to Provide Information

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

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

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

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

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

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

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

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

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

SCHEDULE D (Form 5500) <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 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>RENEWABLE ENERGY SYSTEMS AMERICAS INC. 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>RENEWABLE ENERGY SYSTEMS AMERICAS INC.</u>	D Employer Identification Number (EIN) <u>95-4683730</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>FID FRDM BLND 2005 Q</u>		
b Name of sponsor of entity listed in (a): <u>FIAM TRUST COMPANY</u>		
c EIN-PN <u>20-4659714-086</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>FID FRDM BLND 2055 Q</u>		
b Name of sponsor of entity listed in (a): <u>FIDELITY INSTITUTIONAL ASSET MANAGEMENT</u>		
c EIN-PN <u>20-4659714-113</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>6558820</u>
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>FID FRDM BLND 2035 Q</u>		
b Name of sponsor of entity listed in (a): <u>FIDELITY INSTITUTIONAL ASSET MANAGEMENT</u>		
c EIN-PN <u>20-4659714-092</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>5428267</u>
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>FID FRDM BLND 2045 Q</u>		
b Name of sponsor of entity listed in (a): <u>FIDELITY INSTITUTIONAL ASSET MANAGEMENT</u>		
c EIN-PN <u>20-4659714-094</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>6329074</u>
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>FID FRDM BLND 2020 Q</u>		
b Name of sponsor of entity listed in (a): <u>FIDELITY INSTITUTIONAL ASSET MANAGEMENT</u>		
c EIN-PN <u>20-4659714-089</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>539493</u>
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>EAGLE MID CAP GR 4</u>		
b Name of sponsor of entity listed in (a): <u>ALTA TRUST COMPANY</u>		
c EIN-PN <u>83-0524193-001</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>976473</u>
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>FID FRDM BLEND INC Q</u>		
b Name of sponsor of entity listed in (a): <u>FIDELITY INSTITUTIONAL ASSET MANAGEMENT</u>		
c EIN-PN <u>20-4659714-085</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>219602</u>

a Name of MTIA, CCT, PSA, or 103-12 IE: FID FRDM BLND 2065 Q		
b Name of sponsor of entity listed in (a): FIDELITY INSTITUTIONAL ASSET MANAGEMENT		
c EIN-PN 20-4659714-168	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 1230581
a Name of MTIA, CCT, PSA, or 103-12 IE: C&S US REALTY U		
b Name of sponsor of entity listed in (a): SEI TRUST COMPANY		
c EIN-PN 46-3411346-064	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 285063
a Name of MTIA, CCT, PSA, or 103-12 IE: FID FRDM BLND 2010 Q		
b Name of sponsor of entity listed in (a): FIDELITY INSTITUTIONAL ASSET MANAGEMENT		
c EIN-PN 20-4659714-087	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 11959
a Name of MTIA, CCT, PSA, or 103-12 IE: FID FRDM BLND 2040 Q		
b Name of sponsor of entity listed in (a): FIDELITY INSTITUTIONAL ASSET MANAGEMENT		
c EIN-PN 20-4659714-093	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 7007767
a Name of MTIA, CCT, PSA, or 103-12 IE: FID FRDM BLND 2030 Q		
b Name of sponsor of entity listed in (a): FIDELITY INSTITUTIONAL ASSET MANAGEMENT		
c EIN-PN 20-4659714-091	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 4673575
a Name of MTIA, CCT, PSA, or 103-12 IE: FID FRDM BLND 2050 Q		
b Name of sponsor of entity listed in (a): FIDELITY INSTITUTIONAL ASSET MANAGEMENT		
c EIN-PN 20-4659714-095	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 7860464
a Name of MTIA, CCT, PSA, or 103-12 IE: GG G RETIRE INC F35		
b Name of sponsor of entity listed in (a): GREAT GRAY TRUST COMPANY		
c EIN-PN 20-5886387-082	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 2085616
a Name of MTIA, CCT, PSA, or 103-12 IE: FID FRDM BLND 2025 Q		
b Name of sponsor of entity listed in (a): FIDELITY INSTITUTIONAL ASSET MANAGEMENT		
c EIN-PN 20-4659714-090	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 2769859
a Name of MTIA, CCT, PSA, or 103-12 IE: JH INTL ALPHA EQ U		
b Name of sponsor of entity listed in (a): GREAT GRAY TRUST COMPANY, LLC		
c EIN-PN 38-7275329-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 1199807
a Name of MTIA, CCT, PSA, or 103-12 IE: PGIM TOT RET BOND U		
b Name of sponsor of entity listed in (a): GREAT GRAY TRUST COMPANY, LLC		
c EIN-PN 38-4097323-471	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 762385

a Name of MTIA, CCT, PSA, or 103-12 IE: FID FRDM BLND 2060 Q

b Name of sponsor of entity listed in (a): FIDELITY INSTITUTIONAL ASSET MANAGEMENT

c EIN-PN 20-4659714-147	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	3670129
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a Name of MTIA, CCT, PSA, or 103-12 IE: FID FRDM BLND 2015 Q

b Name of sponsor of entity listed in (a): FIDELITY INSTITUTIONAL ASSET MANAGEMENT

c EIN-PN 20-4659714-088	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	142053
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a Name of MTIA, CCT, PSA, or 103-12 IE: PUTN LRG CP VAL II U

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

c EIN-PN 86-1899009-676	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	2388146
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a Name of MTIA, CCT, PSA, or 103-12 IE: AB US LARGE CAP GR U

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

c EIN-PN 38-4116831-509	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	4415512
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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)	
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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)	
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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 RENEWABLE ENERGY SYSTEMS AMERICAS INC. 401(K) PLAN	B Three-digit plan number (PN) ▶ 001
C Plan sponsor's name as shown on line 2a of Form 5500 RENEWABLE ENERGY SYSTEMS AMERICAS INC.	D Employer Identification Number (EIN) 95-4683730

Part I	Asset and Liability Statement
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1 Current value of plan assets and liabilities at the beginning and end of the plan year. Combine the value of plan assets held in more than one trust. Report the value of the plan's interest in a commingled fund containing the assets of more than one plan on a line-by-line basis unless the value is reportable on lines 1c(9) through 1c(14). Do not enter the value of that portion of an insurance contract which guarantees, during this plan year, to pay a specific dollar benefit at a future date. **Round off amounts to the nearest dollar.** MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 1b(1), 1b(2), 1c(8), 1g, 1h, and 1i. CCTs, PSAs, and 103-12 IEs also do not complete lines 1d and 1e. See instructions.

		(a) Beginning of Year	(b) End of Year
Assets			
a Total noninterest-bearing cash	1a	0	0
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)	0	0
(2) Participant contributions	1b(2)	0	0
(3) Other	1b(3)	0	0
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)	137436	124332
(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)	405309	549630
(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)	836903	1435014
(9) Value of interest in common/collective trusts	1c(9)	50452791	58554645
(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)	19030211	24609678
(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	70862650	85273299
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	1329
k Total liabilities (add all amounts in lines 1g through 1j).....	1k	0	1329
Net Assets			
l Net assets (subtract line 1k from line 1f).....	1l	70862650	85271970

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)	4777466	
(B) Participants.....	2a(1)(B)	7481302	
(C) Others (including rollovers).....	2a(1)(C)	1449968	
(2) Noncash contributions.....	2a(2)	0	13708736
(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)	13315	
(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)	85597	
(F) Other.....	2b(1)(F)	0	
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		98912
(2) Dividends:			
(A) Preferred stock.....	2b(2)(A)	0	
(B) Common stock.....	2b(2)(B)	7780	
(C) Registered investment company shares (e.g. mutual funds).....	2b(2)(C)	570671	
(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)		578451
(3) Rents.....	2b(3)		0
(4) Net gain (loss) on sale of assets:			
(A) Aggregate proceeds.....	2b(4)(A)	423187	
(B) Aggregate carrying amount (see instructions).....	2b(4)(B)	410971	
(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	
(B) Other.....	2b(5)(B)	66161	
(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B)	2b(5)(C)		66161

	(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts	2b(6)	6496481
(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)	3168143
c Other income	2c	0
d Total income. Add all income amounts in column (b) and enter total.....	2d	24129100

Expenses

e Benefit payment and payments to provide benefits:		
(1) Directly to participants or beneficiaries, including direct rollovers.....	2e(1)	9622960
(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)	9622960
f Corrective distributions (see instructions)	2f	0
g Certain deemed distributions of participant loans (see instructions).....	2g	4078
h Interest expense.....	2h	0
i Administrative expenses:		
(1) Salaries and allowances	2i(1)	0
(2) Contract administrator fees	2i(2)	0
(3) Recordkeeping fees	2i(3)	92742
(4) IQPA audit fees	2i(4)	0
(5) Investment advisory and investment management fees	2i(5)	0
(6) Bank or trust company trustee/custodial fees	2i(6)	0
(7) Actuarial fees	2i(7)	0
(8) Legal fees	2i(8)	0
(9) Valuation/appraisal fees	2i(9)	0
(10) Other trustee fees and expenses	2i(10)	0
(11) Other expenses.....	2i(11)	0
(12) Total administrative expenses. Add lines 2i(1) through (11)	2i(12)	92742
j Total expenses. Add all expense amounts in column (b) and enter total.....	2j	9719780

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d.....	2k	14409320
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: **K FINANCIAL, INC.**

(2) EIN: **76-0726945**

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

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

Part IV Compliance Questions

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

During the plan year:

	Yes	No	Amount
a Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.)		X	
b Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.)		X	
c Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)		X	
d Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)		X	
e Was this plan covered by a fidelity bond?	X		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.	OMB No. 1210-0110 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>RENEWABLE ENERGY SYSTEMS AMERICAS INC. 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>RENEWABLE ENERGY SYSTEMS AMERICAS INC.</u>	D Employer Identification Number (EIN) <u>95-4683730</u>	

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

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

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

1	
---	--

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

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

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

3	
---	--

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

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

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

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

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

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

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

Part III	Amendments
-----------------	-------------------

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

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

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

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

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

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

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

e Contribution rate information (If more than one rate applies, check this box and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: Hourly Weekly Unit of production Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

e Contribution rate information (If more than one rate applies, check this box and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: Hourly Weekly Unit of production Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

e Contribution rate information (If more than one rate applies, check this box and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: Hourly Weekly Unit of production Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

e Contribution rate information (If more than one rate applies, check this box and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: Hourly Weekly Unit of production Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

e Contribution rate information (If more than one rate applies, check this box and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: Hourly Weekly Unit of production Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

e Contribution rate information (If more than one rate applies, check this box and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: Hourly Weekly Unit of production Other (specify): _____

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Part VII IRS Compliance Questions

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

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

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



Renewable Energy Systems Americas, Inc. 401(k) Plan

Financial Statements

December 31, 2024 and 2023

(With Independent Auditor's Report Thereon)

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INDEPENDENT AUDITOR'S REPORT

To the Retirement Committee of the Renewable Energy Systems Americas, Inc. 401(k) Plan:

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

We have performed audits of the accompanying financial statements of the Renewable Energy Systems Americas, Inc. 401(k) Plan (the 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 audit of the 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, a qualified institution, as of December 31, 2024 and 2023, and for the year ended December 31, 2024, stating that the certified investment information, as described in Note C to the financial statements, is complete and accurate.

Opinion

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

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



Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the Plan and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our 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 these 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 the Plan's ability to continue as a going concern for one year after the date the financial statements are available to be issued.

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

Auditor's Responsibilities for the Audit of the Financial Statements

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

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Plan's internal control. Accordingly, no such opinion is expressed.



- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for a reasonable period of time.

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

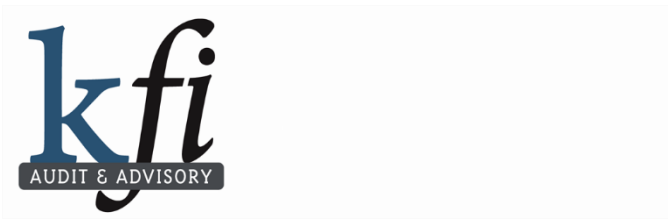
Accordingly, the objective of an ERISA Section 103(a)(3)(C) audit is not to express an opinion about whether the financial statements as a whole are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America.

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

Supplemental Schedule Required by ERISA

The supplemental schedule, Schedule H, Line 4i – Schedule of Assets (Held at End of Year) for the year ended December 31, 2024, is presented for purposes of additional analysis and is not a required part of the financial statements, but is supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedule, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS. For information included in the supplemental schedule that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

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



In our opinion—

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

K Financial

Louisville, CO
October 14, 2025

Renewable Energy Systems Americas, Inc. 401(k) Plan

Statements of Net Assets Available for Benefits

December 31, 2024 and 2023

	<u>2024</u>	<u>2023</u>
Assets		
Investments, at fair value:		
Money market funds	\$ 124,332	\$ 137,436
Common stock	549,630	405,309
Mutual funds	24,500,656	18,930,206
Certificate of deposits	109,022	100,005
Collective investment trusts	56,469,029	49,182,590
Stable value collective trust fund	2,085,616	1,270,200
Total investments	<u>83,838,285</u>	<u>70,025,746</u>
Receivables:		
Employer contributions, net of current expected credit losses of (\$0) in 2024 and 2023	314,862	40,732
Participant contributions, net of current expected credit losses of (\$0) in 2024 and 2023	163,803	147,368
Notes receivable from participants	1,435,014	836,903
Total receivables	1,913,679	1,025,003
Total assets	<u>85,751,964</u>	<u>71,050,749</u>
Liabilities		
Excess contributions payable	1,329	-
Total liabilities	<u>1,329</u>	<u>-</u>
Net assets available for benefits	<u>\$ 85,750,635</u>	<u>\$ 71,050,749</u>

See accompanying notes to financial statements.

Renewable Energy Systems Americas, Inc. 401(k) Plan

Statement of Changes in Net Assets Available for Benefits

Year Ended December 31, 2024

Additions to net assets attributed to:		<u>2024</u>
Investment income:		
Dividends	\$	578,451
Interest		13,315
Net appreciation in fair value		<u>9,743,000</u>
Total investment income		<u>10,334,766</u>
Interest income on notes receivable from participants		85,597
Contributions:		
Employer		5,051,597
Participants		7,497,737
Rollovers		<u>1,449,969</u>
Total contributions		<u>13,999,303</u>
Total additions, net		24,419,666
Deductions from net assets attributed to:		
Benefits paid to participants		9,627,038
Administrative expenses		81,586
Transaction fees		<u>11,156</u>
Total deductions		<u>9,719,780</u>
Net increase		14,699,886
Net assets available for benefits:		
Beginning of year		<u>71,050,749</u>
End of year	\$	<u><u>85,750,635</u></u>

See accompanying notes to financial statements.

Renewable Energy Systems Americas, Inc. 401(k) Plan

Notes to the Financial Statements

December 31, 2024 and 2023

A. Description of Plan

The following description of the Renewable Energy Systems Americas, Inc. (Company) 401(k) Plan (the Plan) provides only general information. Participants should refer to the Plan Agreement for a more complete description of the Plan's provisions.

1. *General*

The Plan is a defined contribution plan covering all employees of the Company and its wholly owned subsidiaries who are age eighteen or older, excluding employees covered by a collective bargaining agreement. The Plan is subject to provisions of the Employee Retirement Income Security Act of 1974 (ERISA). The Retirement Committee is responsible for oversight of the Plan, determines the appropriateness of the Plan's investment offerings, and monitors investment performance.

2. *Participants' Contributions*

Each year, participants may contribute up to 90 percent of pretax and after-tax annual compensation, as defined in the Plan. 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 defined benefit or defined contribution plans (rollover). Participants direct the investment of their contributions into various investment options offered by the Plan. Investment options for participants include mutual funds, a money market fund, collective investment trusts, a stable value collective trust fund, and self-directed brokerage accounts. Employee contributions are subject to certain Internal Revenue Service ("IRS") limitations.

3. *Employer Contributions*

The Company contributes a safe harbor match equal to 100 percent of the first 6 percent of base compensation that a participant contributes to the Plan. Participants direct the Company contribution into various investment options offered by the Plan. Additional profit sharing contributions may be contributed at the option of the Company's board of directors. The Company did not make any profit sharing contributions to the Plan for the year ended December 31, 2024. Employer contributions are subject to certain IRS limitations.

4. *Participant Accounts*

Each participant's account is credited with the participant's contributions and Company safe harbor matching contributions, as well as allocations of the Company's profit sharing contributions and Plan earnings. Participant accounts are charged with an allocation of administrative expenses that are paid by the Plan. Allocations are based on participant earnings, account balances, or specific participant transactions, as defined. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

Renewable Energy Systems Americas, Inc. 401(k) Plan

Notes to the Financial Statements

December 31, 2024 and 2023

5. *Notes Receivable From Participants*

Participants may borrow from their fund accounts a minimum of \$1,000 and up to a maximum equal to the lesser of \$50,000 or 50 percent of their vested account balance. The loans are secured by the balance in the participant's account and bear interest at rates that range from 5.25 percent to 10.50 percent in 2024 and 2023, which are commensurate with local prevailing rates at the time of origination as determined by the Plan Administrator. Principal and interest is paid ratably through bi-weekly payroll deductions. Participants are charged a \$125 transaction fee for each loan requested.

6. *Vesting*

Participants are vested immediately in their contributions and safe harbor matching contributions plus actual earnings thereon. Vesting in the Company profit sharing contributions is based on years of continuous service. A participant is 100 percent vested after two years of credited service.

7. *Payment of Benefits*

On termination of service due to death, disability, retirement, or other reasons, a participant may elect to receive a lump-sum amount or installment payments equal to the value of the participant's vested interest in his or her account, partial withdrawals, or a direct rollover to another qualified retirement plan. In addition, hardship distributions are permitted if certain criteria are met.

8. *Unallocated Assets and Forfeited Accounts*

At December 31, 2024 and 2023, unallocated assets totaled \$29,830 and \$23,508, respectively. If necessary, unallocated assets are allocated to participant accounts using the ratio that each such eligible employee's compensation with respect to the Plan year bears to the compensation of all such eligible employees with respect to the Plan year. These assets can be used to reduce future employer contributions and/or to pay for Plan administrative expenses. In 2024 and 2023, unallocated asset accounts were used to reduce employer match and safe harbor match contributions by \$0 and \$45,864, respectively.

B. Summary of Accounting Policies

1. *Basis of Accounting*

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

2. *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 and liabilities and changes therein,

Renewable Energy Systems Americas, Inc. 401(k) Plan

Notes to the Financial Statements

December 31, 2024 and 2023

and disclosure of contingent assets and liabilities. Actual results could differ from those estimates.

3. *Payment of Benefits*

Benefits are recorded when paid.

4. *Investment Valuation and Income Recognition*

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

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

5. *Contributions*

Contributions from plan participants, employer safe harbor matching contributions, and the discretionary matching contributions from the employer are recorded in the year in which the employee contributions are withheld from compensation.

6. *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. Related fees are recorded as transaction fees and are expensed when incurred. Transaction fees were \$11,156 for the year ended December 31, 2024. No allowance for credit losses has been recorded as of December 31, 2024 or 2023.

7. *Excess Contributions Payable*

Amounts payable to participants for contributions in excess of amounts allowed by the IRS are recorded as a liability with a corresponding reduction to contributions. The Plan distributed 2024 excess contributions in the amount of \$1,329 to the applicable participants prior on April 15, 2025.

8. *Expenses*

Certain expenses of maintaining the Plan are paid by the Plan, unless otherwise paid by the Company. Expenses that are paid by the Company are excluded from these financial statements. Fees related to the administration of notes receivable from participants are

Renewable Energy Systems Americas, Inc. 401(k) Plan

Notes to the Financial Statements

December 31, 2024 and 2023

charged directly to the participant's account and are included in transaction fees. Investment related expenses are included in net appreciation of fair value of investments.

9. *Contributions Receivable and Current Expected Credit Losses*

Historical write-off rates continue to be the basis for the Company's allowance for current expected credit losses. To calculate the reserve, the Company considered the processes surrounding the contributions receivable since the inception of the Plan. The Company has not historically written off the contributions receivables that were accrued at Plan year-end. The Company expects business conditions for the Plan calendar year ended December 31, 2025, the collection period for the contributions receivables, to remain consistent with current conditions. As a result, the Company has recorded expected credit losses of \$0 as of December 31, 2024.

10. *Subsequent Events*

Plan management has evaluated subsequent events from the statement of net assets available for benefits date through October 14, 2025, the date the financial statements were available to be issued. There were no material events noted in the subsequent period that would have impacted results reported herein or require disclosure.

C. **Summary of Information Certified by Trustee**

The following information, which is included in the financial statements and ERISA – required supplemental schedule, has been certified as complete and accurate by Fidelity Management Trust Company (the Trustee of the Plan) as of December 31, 2024 and 2023, and for the year ended December 31, 2024, and has not been audited:

Statements of Net Assets Available for Benefits

- All information except employer and participant contributions receivable

Statement of Changes in Net Assets Available for Benefits

- Dividends
- Interest
- Net appreciation in fair value of investments
- Interest income on notes receivable from participants

ERISA – required Supplemental Schedule

- Schedule of Assets (Held at End of Year)

Renewable Energy Systems Americas, Inc. 401(k) Plan

Notes to the Financial Statements

December 31, 2024 and 2023

D. Self-Directed Brokerage Accounts

The Self Directed Brokerage Accounts' investments as of December 31, 2024 and 2023, are as follows:

	<u>2024</u>	<u>2023</u>
Money market funds	78,453	125,571
Common stock	549,630	405,309
Certificate of deposits	109,022	100,005
Mutual funds	251,426	151,310
Total	<u>\$ 988,531</u>	<u>\$ 782,195</u>

E. Fair Value Measurements

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

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

Level 2: Inputs to the valuation methodology include:

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

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

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

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

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

Renewable Energy Systems Americas, Inc. 401(k) Plan

Notes to the Financial Statements

December 31, 2024 and 2023

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

Self-directed brokerage accounts: Accounts consist of a money market fund, common stock, and mutual funds that are valued on the basis of readily determinable market prices. Accounts also can hold non-interest bearing cash.

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

Stable value collective trust fund: A stable value fund that is composed primarily of fully benefit-responsive investment contracts that is valued at the net asset value of units of the bank collective trust. The net asset value is used as a practical expedient to estimate fair value. This practical expedient would not be used if it is determined to be probable that the fund will sell the investment for an amount different from the reported net asset value. Participant transactions (purchases and sales) may occur daily. If the Plan initiated a full redemption of the collective trust, the issuer reserves the right to require 12 months' notification in order to ensure that securities liquidations will be carried out in an orderly business manner.

Collective investment trusts: Valued at fair value based on the investment's net asset value per unit. In accordance with fair value measurements and disclosure guidance, the collective investment trusts are reported at the net asset value per unit as a practical expedient. The NAV is based on the fair value of the underlying investments held by the funds less its liabilities. This practical expedient is not used when it is determined to be probable that the funds will sell the investment for an amount different from the reported NAV.

Certificate Deposits: Valuation of certificates of deposit (CDs) is based on fair value, which is approximated using estimates of current market rates for similar deposits with remaining maturities. CDs can have fixed or variable interest rates and have a predetermined maturity date.

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

Renewable Energy Systems Americas, Inc. 401(k) Plan

Notes to the Financial Statements

December 31, 2024 and 2023

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

Assets at Fair Value as of December 31, 2024				
	(Level 1)	(Level 2)	(Level 3)	Total
Money market funds	\$ 124,332	-	-	\$ 124,332
Certificates of deposits	109,022	-	-	109,022
Common stock	549,630	-	-	549,630
Mutual funds	24,500,656	-	-	24,500,656
Total assets in the fair value hierarchy	25,283,640	-	-	25,283,640
Investments measured at net asset value *	-	-	-	58,554,645
Investments at fair value	\$ 25,283,640	-	-	\$ 83,838,285

Assets at Fair Value as of December 31, 2023				
	(Level 1)	(Level 2)	(Level 3)	Total
Money market funds	\$ 137,436	-	-	\$ 137,436
Certificate of deposits	100,005	-	-	100,005
Common stock	405,309	-	-	405,309
Mutual funds	18,930,206	-	-	18,930,206
Total assets in the fair value hierarchy	19,572,955	-	-	19,572,955
Investments measured at net asset value *	-	-	-	50,452,791
Total assets at fair value	\$ 19,572,955	-	-	\$ 70,025,746

*In accordance with Subtopic 820-10, certain investments that were measured at net asset value per share (or its equivalent) 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 statement of net assets available for benefits.

Renewable Energy Systems Americas, Inc. 401(k) Plan

Notes to the Financial Statements

December 31, 2024 and 2023

The following tables summarize common collective trust investments measured at fair value based on NAV per share as of December 31, 2024 and 2023, respectively.

December 31, 2024	Fair Value	Unfunded Commitments	Redemption Frequency (if currently eligible)	Redemption Notice Period
Wells Fargo Stable Return Fund G	\$ 2,085,616	n/a	Daily	12 months
FIAM Blend Target Date Income Commingled Pool Class Q	219,602	n/a	Daily	12 months
FIAM Blend Target Date 2010 Commingled Pool Class Q	11,959	n/a	Daily	12 months
FIAM Blend Target Date 2015 Commingled Pool Class Q	142,053	n/a	Daily	12 months
FIAM Blend Target Date 2020 Commingled Pool Class Q	539,493	n/a	Daily	12 months
FIAM Blend Target Date 2025 Commingled Pool Class Q	2,769,859	n/a	Daily	12 months
FIAM Blend Target Date 2030 Commingled Pool Class Q	4,673,575	n/a	Daily	12 months
FIAM Blend Target Date 2035 Commingled Pool Class Q	5,428,266	n/a	Daily	12 months
FIAM Blend Target Date 2040 Commingled Pool Class Q	7,007,766	n/a	Daily	12 months
FIAM Blend Target Date 2045 Commingled Pool Class Q	6,329,074	n/a	Daily	12 months
FIAM Blend Target Date 2050 Commingled Pool Class Q	7,860,465	n/a	Daily	12 months
FIAM Blend Target Date 2055 Commingled Pool Class Q	6,558,821	n/a	Daily	12 months
FIAM Blend Target Date 2060 Commingled Pool Class Q	3,670,129	n/a	Daily	12 months
FIAM Blend Target Date 2065 Commingled Pool Class Q	1,230,581	n/a	Daily	12 months
Putnam Large Cap Value Trust II Class U	2,388,146	n/a	Daily	12 months
PGIM Total Return Bond	762,385	n/a	Daily	12 months
Alliance Bernstein	4,415,512	n/a	Daily	12 months
Janus Henderson Investors	1,199,807	n/a	Daily	12 months
Cohen & Steers	285,063	n/a	Daily	12 months
Carillon Eagle	976,473	n/a	Daily	12 months
Total	\$ <u>58,554,645</u>			

Renewable Energy Systems Americas, Inc. 401(k) Plan

Notes to the Financial Statements

December 31, 2024 and 2023

December 31, 2023	Fair Value	Unfunded Commitments	Redemption Frequency (if currently eligible)	Redemption Notice Period
Wells Fargo Stable Return Fund G	\$ 1,270,202	n/a	Daily	12 months
FIAM Blend Target Date Income Commingled Pool Class Q	67,718	n/a	Daily	12 months
FIAM Blend Target Date 2005 Commingled Pool Class Q	27,407	n/a	Daily	12 months
FIAM Blend Target Date 2010 Commingled Pool Class Q	1,859	n/a	Daily	12 months
FIAM Blend Target Date 2015 Commingled Pool Class Q	90,177	n/a	Daily	12 months
FIAM Blend Target Date 2020 Commingled Pool Class Q	541,510	n/a	Daily	12 months
FIAM Blend Target Date 2025 Commingled Pool Class Q	2,658,211	n/a	Daily	12 months
FIAM Blend Target Date 2030 Commingled Pool Class Q	4,679,358	n/a	Daily	12 months
FIAM Blend Target Date 2035 Commingled Pool Class Q	4,570,659	n/a	Daily	12 months
FIAM Blend Target Date 2040 Commingled Pool Class Q	5,707,117	n/a	Daily	12 months
FIAM Blend Target Date 2045 Commingled Pool Class Q	5,999,123	n/a	Daily	12 months
FIAM Blend Target Date 2050 Commingled Pool Class Q	6,873,846	n/a	Daily	12 months
FIAM Blend Target Date 2055 Commingled Pool Class Q	5,189,253	n/a	Daily	12 months
FIAM Blend Target Date 2060 Commingled Pool Class Q	3,012,783	n/a	Daily	12 months
FIAM Blend Target Date 2065 Commingled Pool Class Q	726,088	n/a	Daily	12 months
Putnam Large Cap Value Trust II Class U	1,928,925	n/a	Daily	12 months
PGIM Total Return Bond	725,301	n/a	Daily	12 months
Alliance Bernstein	3,755,815	n/a	Daily	12 months
Janus Henderson Investors	1,112,293	n/a	Daily	12 months
Cohen & Steers	387,924	n/a	Daily	12 months
Carillon Eagle	1,127,222	n/a	Daily	12 months
Total	<u>\$ 50,452,791</u>			

F. Party in Interest Transactions

Certain Plan investments are shares of mutual funds managed by Fidelity Management Trust Company's parent Fidelity. Fidelity Management Trust Company is the trustee and recordkeeper for the Plan and, therefore, these transactions qualify as party in interest transactions.

Fidelity Management Trust Company provides certain administrative services to the Plan pursuant to a Master Plan Services agreement (MSA) between the Company and Fidelity Management Trust Company. Fidelity Management Trust Company's parent receives revenue from mutual fund service providers for services Fidelity provides. This revenue is used to offset certain amounts owed to Fidelity Management Trust Company for its administrative services to the Plan.

If revenue received by Fidelity from such mutual fund service providers exceeds the amount owed under the MSA, Fidelity remits the excess to the Plan's trust on a quarterly basis. Such amounts may be applied to pay Plan administrative expenses or allocated to the accounts of participants. During 2024, there were \$1,419 in excess amounts that were applied to pay

Renewable Energy Systems Americas, Inc. 401(k) Plan

Notes to the Financial Statements

December 31, 2024 and 2023

administrative expense. The Plan or Plan Sponsor may have to make a payment to Fidelity Management Trust Company for administrative expenses not covered by revenue sharing. During 2024, the Plan made direct payments to the third party administrator of \$81,586 for administrative expenses not covered by revenue sharing.

G. Tax Status

The IRS has informed the Plan sponsor by an advisory opinion letter dated June 30, 2020, that the pre-approved plan adopted by the plan sponsor, for the Plan and related trust are designed in accordance with applicable sections of the Internal Revenue Code (IRC). Although the Plan has been amended since that date and has not received an advisory opinion specific to the Plan itself, the Plan administrator and the Plan's tax counsel believe that the Plan is designed, and is currently being operated, in compliance with the applicable requirements of the IRC and, therefore, believe that the Plan is qualified, and the related trust is tax-exempt. Thus, no provision for income taxes has been included in the Plan's financial statements.

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 Federal and State of Colorado taxing authorities. The Plan Administrator has analyzed the tax positions taken by the Plan, and has concluded that as of December 31, 2023 and 2022, there are no uncertain tax positions taken or expected to be taken that would require recognition of a liability or disclosure in the financial statements. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

H. 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 would become 100 percent vested in all Company profit sharing contributions.

I. Risks and Uncertainties

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

Renewable Energy Systems Americas, Inc. 401(k) Plan

Notes to the Financial Statements

December 31, 2024 and 2023

J. Reconciliation of Financial Statements to Form 5500

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

	2024	2023
Net assets available for benefits per the financial statements	\$ 85,750,635	\$ 71,283,570
Less: employer contributions receivable at end of year	(314,862)	(40,732)
Less: participant contributions receivable at end of year	(163,803)	(147,368)
Less: adjustment to prior year employer contributions receivable	-	(232,821)
Net assets available for benefits per Form 5500	<u>\$ 85,271,970</u>	<u>\$ 70,862,649</u>

The following is a reconciliation of the increase in net assets available for benefits per the financial statements for the year ended December 31, 2024, to Form 5500:

	2024
Increase in net assets available for benefits per the financial statements	\$ 14,699,886
Add: employer contributions receivable at end of prior year	40,732
Add: participant contributions receivable at end of prior year	147,368
Less: employer contributions receivable at end of year	(314,862)
Less: participant contributions receivable at end of year	(163,803)
Increase in net assets available for benefits per the Form 5500	<u>\$ 14,409,321</u>

Renewable Energy Systems Americas, Inc. 401(k) Plan

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

December 31, 2024

EIN: 95-4683730

Plan # 001

(a)	(b)	(c)	(e)
Identity of issuer, borrower, lessor, or similar party	Description of investment		Current value
	Self-directed brokerage account:		
* Various	Brokerage Link		\$ 988,531
	Total self-directed brokerage account		<u>988,531</u>
	Mutual and money market funds:		
* Fidelity	Government Money Market Fund		45,879
* Fidelity	500 Index Fund		14,269,094
* Fidelity	Mid-cap Index Fund		3,501,385
* Fidelity	Small-cap Index Fund		1,520,285
* Fidelity	Emerging Markets Index Fund		743,819
Victory	Sycamore Established Value R6 Fund		940,806
Janus Henderson	Triton Fund Class N		765,153
J.P. Morgan	Undiscovered Managers Behavioral R6 Fund		1,326,727
Principal	Diversified Real Asset Institutional Fund		62,206
Calvert	Bond Fund Class R6		14,257
Calvert	Equity Fund Class R6		368,569
Blackrock	High Yield Bond Portfolio Class K		703,710
Prudential	Total Return Bond Fund R6		33,219
	Total mutual and money market funds		<u>24,295,109</u>
	Common collective trusts:		
Wells Fargo	Wells Fargo Stable Return Fund G		2,085,616
* Fidelity	FIAM Blend Target Date Income Commingled Pool Class Q		219,602
* Fidelity	FIAM Blend Target Date 2010 Commingled Pool Class Q		11,959
* Fidelity	FIAM Blend Target Date 2015 Commingled Pool Class Q		142,053
* Fidelity	FIAM Blend Target Date 2020 Commingled Pool Class Q		539,493
* Fidelity	FIAM Blend Target Date 2025 Commingled Pool Class Q		2,769,859
* Fidelity	FIAM Blend Target Date 2030 Commingled Pool Class Q		4,673,575
* Fidelity	FIAM Blend Target Date 2035 Commingled Pool Class Q		5,428,267
* Fidelity	FIAM Blend Target Date 2040 Commingled Pool Class Q		7,007,766
* Fidelity	FIAM Blend Target Date 2045 Commingled Pool Class Q		6,329,074
* Fidelity	FIAM Blend Target Date 2050 Commingled Pool Class Q		7,860,464
* Fidelity	FIAM Blend Target Date 2055 Commingled Pool Class Q		6,558,821
* Fidelity	FIAM Blend Target Date 2060 Commingled Pool Class Q		3,670,129
* Fidelity	FIAM Blend Target Date 2065 Commingled Pool Class Q		1,230,581
Putnam	Large Cap Value Trust II Class U		2,388,146
PGIM	Total Return Bond		762,385
Alliance Bernstein	Large Cap Growth Fund		4,415,512
Janus Henderson Investors	International Alpha Equity		1,199,807
Cohen & Steers	Realty Total Return Fund		285,063
Carillon Eagle	Mid Cap Growth Fund		976,473
	Total common collective trusts		<u>58,554,645</u>
* Participant Loans	Note receivable from participants (interest rates ranging from 5.25% to 10.50%)		1,435,014
	Total investments		\$ <u><u>85,273,299</u></u>

* Represents a party in interest as defined by ERISA.

See accompanying independent auditor's reports.



Renewable Energy Systems Americas, Inc. 401(k) Plan

Financial Statements

December 31, 2024 and 2023

(With Independent Auditor's Report Thereon)

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INDEPENDENT AUDITOR'S REPORT

To the Retirement Committee of the Renewable Energy Systems Americas, Inc. 401(k) Plan:

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

We have performed audits of the accompanying financial statements of the Renewable Energy Systems Americas, Inc. 401(k) Plan (the 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 audit of the 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, a qualified institution, as of December 31, 2024 and 2023, and for the year ended December 31, 2024, stating that the certified investment information, as described in Note C to the financial statements, is complete and accurate.

Opinion

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

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



Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the Plan and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our 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 these 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 the Plan's ability to continue as a going concern for one year after the date the financial statements are available to be issued.

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

Auditor's Responsibilities for the Audit of the Financial Statements

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

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Plan's internal control. Accordingly, no such opinion is expressed.



- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for a reasonable period of time.

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

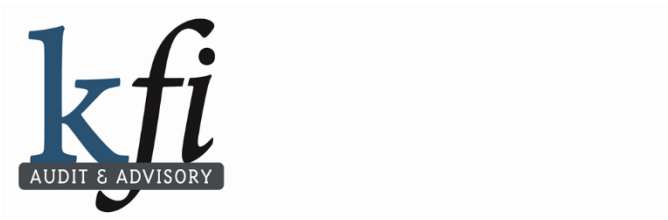
Accordingly, the objective of an ERISA Section 103(a)(3)(C) audit is not to express an opinion about whether the financial statements as a whole are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America.

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

Supplemental Schedule Required by ERISA

The supplemental schedule, Schedule H, Line 4i – Schedule of Assets (Held at End of Year) for the year ended December 31, 2024, is presented for purposes of additional analysis and is not a required part of the financial statements, but is supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedule, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS. For information included in the supplemental schedule that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

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



In our opinion—

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

K Financial

Louisville, CO
October 14, 2025

Renewable Energy Systems Americas, Inc. 401(k) Plan

Statements of Net Assets Available for Benefits

December 31, 2024 and 2023

	<u>2024</u>	<u>2023</u>
Assets		
Investments, at fair value:		
Money market funds	\$ 124,332	\$ 137,436
Common stock	549,630	405,309
Mutual funds	24,500,656	18,930,206
Certificate of deposits	109,022	100,005
Collective investment trusts	56,469,029	49,182,590
Stable value collective trust fund	2,085,616	1,270,200
Total investments	<u>83,838,285</u>	<u>70,025,746</u>
Receivables:		
Employer contributions, net of current expected credit losses of (\$0) in 2024 and 2023	314,862	40,732
Participant contributions, net of current expected credit losses of (\$0) in 2024 and 2023	163,803	147,368
Notes receivable from participants	1,435,014	836,903
Total receivables	1,913,679	1,025,003
Total assets	<u>85,751,964</u>	<u>71,050,749</u>
Liabilities		
Excess contributions payable	1,329	-
Total liabilities	<u>1,329</u>	<u>-</u>
Net assets available for benefits	<u>\$ 85,750,635</u>	<u>\$ 71,050,749</u>

See accompanying notes to financial statements.

Renewable Energy Systems Americas, Inc. 401(k) Plan

Statement of Changes in Net Assets Available for Benefits

Year Ended December 31, 2024

Additions to net assets attributed to:		<u>2024</u>
Investment income:		
Dividends	\$	578,451
Interest		13,315
Net appreciation in fair value		<u>9,743,000</u>
Total investment income		<u>10,334,766</u>
Interest income on notes receivable from participants		85,597
Contributions:		
Employer		5,051,597
Participants		7,497,737
Rollovers		<u>1,449,969</u>
Total contributions		<u>13,999,303</u>
Total additions, net		24,419,666
Deductions from net assets attributed to:		
Benefits paid to participants		9,627,038
Administrative expenses		81,586
Transaction fees		<u>11,156</u>
Total deductions		<u>9,719,780</u>
Net increase		14,699,886
Net assets available for benefits:		
Beginning of year		<u>71,050,749</u>
End of year	\$	<u><u>85,750,635</u></u>

See accompanying notes to financial statements.

Renewable Energy Systems Americas, Inc. 401(k) Plan

Notes to the Financial Statements

December 31, 2024 and 2023

A. Description of Plan

The following description of the Renewable Energy Systems Americas, Inc. (Company) 401(k) Plan (the Plan) provides only general information. Participants should refer to the Plan Agreement for a more complete description of the Plan's provisions.

1. *General*

The Plan is a defined contribution plan covering all employees of the Company and its wholly owned subsidiaries who are age eighteen or older, excluding employees covered by a collective bargaining agreement. The Plan is subject to provisions of the Employee Retirement Income Security Act of 1974 (ERISA). The Retirement Committee is responsible for oversight of the Plan, determines the appropriateness of the Plan's investment offerings, and monitors investment performance.

2. *Participants' Contributions*

Each year, participants may contribute up to 90 percent of pretax and after-tax annual compensation, as defined in the Plan. 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 defined benefit or defined contribution plans (rollover). Participants direct the investment of their contributions into various investment options offered by the Plan. Investment options for participants include mutual funds, a money market fund, collective investment trusts, a stable value collective trust fund, and self-directed brokerage accounts. Employee contributions are subject to certain Internal Revenue Service ("IRS") limitations.

3. *Employer Contributions*

The Company contributes a safe harbor match equal to 100 percent of the first 6 percent of base compensation that a participant contributes to the Plan. Participants direct the Company contribution into various investment options offered by the Plan. Additional profit sharing contributions may be contributed at the option of the Company's board of directors. The Company did not make any profit sharing contributions to the Plan for the year ended December 31, 2024. Employer contributions are subject to certain IRS limitations.

4. *Participant Accounts*

Each participant's account is credited with the participant's contributions and Company safe harbor matching contributions, as well as allocations of the Company's profit sharing contributions and Plan earnings. Participant accounts are charged with an allocation of administrative expenses that are paid by the Plan. Allocations are based on participant earnings, account balances, or specific participant transactions, as defined. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

Renewable Energy Systems Americas, Inc. 401(k) Plan

Notes to the Financial Statements

December 31, 2024 and 2023

5. *Notes Receivable From Participants*

Participants may borrow from their fund accounts a minimum of \$1,000 and up to a maximum equal to the lesser of \$50,000 or 50 percent of their vested account balance. The loans are secured by the balance in the participant's account and bear interest at rates that range from 5.25 percent to 10.50 percent in 2024 and 2023, which are commensurate with local prevailing rates at the time of origination as determined by the Plan Administrator. Principal and interest is paid ratably through bi-weekly payroll deductions. Participants are charged a \$125 transaction fee for each loan requested.

6. *Vesting*

Participants are vested immediately in their contributions and safe harbor matching contributions plus actual earnings thereon. Vesting in the Company profit sharing contributions is based on years of continuous service. A participant is 100 percent vested after two years of credited service.

7. *Payment of Benefits*

On termination of service due to death, disability, retirement, or other reasons, a participant may elect to receive a lump-sum amount or installment payments equal to the value of the participant's vested interest in his or her account, partial withdrawals, or a direct rollover to another qualified retirement plan. In addition, hardship distributions are permitted if certain criteria are met.

8. *Unallocated Assets and Forfeited Accounts*

At December 31, 2024 and 2023, unallocated assets totaled \$29,830 and \$23,508, respectively. If necessary, unallocated assets are allocated to participant accounts using the ratio that each such eligible employee's compensation with respect to the Plan year bears to the compensation of all such eligible employees with respect to the Plan year. These assets can be used to reduce future employer contributions and/or to pay for Plan administrative expenses. In 2024 and 2023, unallocated asset accounts were used to reduce employer match and safe harbor match contributions by \$0 and \$45,864, respectively.

B. Summary of Accounting Policies

1. *Basis of Accounting*

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

2. *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 and liabilities and changes therein,

Renewable Energy Systems Americas, Inc. 401(k) Plan

Notes to the Financial Statements

December 31, 2024 and 2023

and disclosure of contingent assets and liabilities. Actual results could differ from those estimates.

3. *Payment of Benefits*

Benefits are recorded when paid.

4. *Investment Valuation and Income Recognition*

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

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

5. *Contributions*

Contributions from plan participants, employer safe harbor matching contributions, and the discretionary matching contributions from the employer are recorded in the year in which the employee contributions are withheld from compensation.

6. *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. Related fees are recorded as transaction fees and are expensed when incurred. Transaction fees were \$11,156 for the year ended December 31, 2024. No allowance for credit losses has been recorded as of December 31, 2024 or 2023.

7. *Excess Contributions Payable*

Amounts payable to participants for contributions in excess of amounts allowed by the IRS are recorded as a liability with a corresponding reduction to contributions. The Plan distributed 2024 excess contributions in the amount of \$1,329 to the applicable participants prior on April 15, 2025.

8. *Expenses*

Certain expenses of maintaining the Plan are paid by the Plan, unless otherwise paid by the Company. Expenses that are paid by the Company are excluded from these financial statements. Fees related to the administration of notes receivable from participants are

Renewable Energy Systems Americas, Inc. 401(k) Plan

Notes to the Financial Statements

December 31, 2024 and 2023

charged directly to the participant's account and are included in transaction fees. Investment related expenses are included in net appreciation of fair value of investments.

9. *Contributions Receivable and Current Expected Credit Losses*

Historical write-off rates continue to be the basis for the Company's allowance for current expected credit losses. To calculate the reserve, the Company considered the processes surrounding the contributions receivable since the inception of the Plan. The Company has not historically written off the contributions receivables that were accrued at Plan year-end. The Company expects business conditions for the Plan calendar year ended December 31, 2025, the collection period for the contributions receivables, to remain consistent with current conditions. As a result, the Company has recorded expected credit losses of \$0 as of December 31, 2024.

10. *Subsequent Events*

Plan management has evaluated subsequent events from the statement of net assets available for benefits date through October 14, 2025, the date the financial statements were available to be issued. There were no material events noted in the subsequent period that would have impacted results reported herein or require disclosure.

C. **Summary of Information Certified by Trustee**

The following information, which is included in the financial statements and ERISA – required supplemental schedule, has been certified as complete and accurate by Fidelity Management Trust Company (the Trustee of the Plan) as of December 31, 2024 and 2023, and for the year ended December 31, 2024, and has not been audited:

Statements of Net Assets Available for Benefits

- All information except employer and participant contributions receivable

Statement of Changes in Net Assets Available for Benefits

- Dividends
- Interest
- Net appreciation in fair value of investments
- Interest income on notes receivable from participants

ERISA – required Supplemental Schedule

- Schedule of Assets (Held at End of Year)

Renewable Energy Systems Americas, Inc. 401(k) Plan

Notes to the Financial Statements

December 31, 2024 and 2023

D. Self-Directed Brokerage Accounts

The Self Directed Brokerage Accounts' investments as of December 31, 2024 and 2023, are as follows:

	<u>2024</u>	<u>2023</u>
Money market funds	78,453	125,571
Common stock	549,630	405,309
Certificate of deposits	109,022	100,005
Mutual funds	251,426	151,310
Total	<u>\$ 988,531</u>	<u>\$ 782,195</u>

E. Fair Value Measurements

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

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

Level 2: Inputs to the valuation methodology include:

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

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

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

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

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

Renewable Energy Systems Americas, Inc. 401(k) Plan

Notes to the Financial Statements

December 31, 2024 and 2023

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

Self-directed brokerage accounts: Accounts consist of a money market fund, common stock, and mutual funds that are valued on the basis of readily determinable market prices. Accounts also can hold non-interest bearing cash.

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

Stable value collective trust fund: A stable value fund that is composed primarily of fully benefit-responsive investment contracts that is valued at the net asset value of units of the bank collective trust. The net asset value is used as a practical expedient to estimate fair value. This practical expedient would not be used if it is determined to be probable that the fund will sell the investment for an amount different from the reported net asset value. Participant transactions (purchases and sales) may occur daily. If the Plan initiated a full redemption of the collective trust, the issuer reserves the right to require 12 months' notification in order to ensure that securities liquidations will be carried out in an orderly business manner.

Collective investment trusts: Valued at fair value based on the investment's net asset value per unit. In accordance with fair value measurements and disclosure guidance, the collective investment trusts are reported at the net asset value per unit as a practical expedient. The NAV is based on the fair value of the underlying investments held by the funds less its liabilities. This practical expedient is not used when it is determined to be probable that the funds will sell the investment for an amount different from the reported NAV.

Certificate Deposits: Valuation of certificates of deposit (CDs) is based on fair value, which is approximated using estimates of current market rates for similar deposits with remaining maturities. CDs can have fixed or variable interest rates and have a predetermined maturity date.

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

Renewable Energy Systems Americas, Inc. 401(k) Plan

Notes to the Financial Statements

December 31, 2024 and 2023

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

Assets at Fair Value as of December 31, 2024				
	(Level 1)	(Level 2)	(Level 3)	Total
Money market funds	\$ 124,332	-	-	\$ 124,332
Certificates of deposits	109,022	-	-	109,022
Common stock	549,630	-	-	549,630
Mutual funds	24,500,656	-	-	24,500,656
Total assets in the fair value hierarchy	25,283,640	-	-	25,283,640
Investments measured at net asset value *	-	-	-	58,554,645
Investments at fair value	\$ 25,283,640	-	-	\$ 83,838,285

Assets at Fair Value as of December 31, 2023				
	(Level 1)	(Level 2)	(Level 3)	Total
Money market funds	\$ 137,436	-	-	\$ 137,436
Certificate of deposits	100,005	-	-	100,005
Common stock	405,309	-	-	405,309
Mutual funds	18,930,206	-	-	18,930,206
Total assets in the fair value hierarchy	19,572,955	-	-	19,572,955
Investments measured at net asset value *	-	-	-	50,452,791
Total assets at fair value	\$ 19,572,955	-	-	\$ 70,025,746

*In accordance with Subtopic 820-10, certain investments that were measured at net asset value per share (or its equivalent) 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 statement of net assets available for benefits.

Renewable Energy Systems Americas, Inc. 401(k) Plan

Notes to the Financial Statements

December 31, 2024 and 2023

The following tables summarize common collective trust investments measured at fair value based on NAV per share as of December 31, 2024 and 2023, respectively.

December 31, 2024	Fair Value	Unfunded Commitments	Redemption Frequency (if currently eligible)	Redemption Notice Period
Wells Fargo Stable Return Fund G	\$ 2,085,616	n/a	Daily	12 months
FIAM Blend Target Date Income Commingled Pool Class Q	219,602	n/a	Daily	12 months
FIAM Blend Target Date 2010 Commingled Pool Class Q	11,959	n/a	Daily	12 months
FIAM Blend Target Date 2015 Commingled Pool Class Q	142,053	n/a	Daily	12 months
FIAM Blend Target Date 2020 Commingled Pool Class Q	539,493	n/a	Daily	12 months
FIAM Blend Target Date 2025 Commingled Pool Class Q	2,769,859	n/a	Daily	12 months
FIAM Blend Target Date 2030 Commingled Pool Class Q	4,673,575	n/a	Daily	12 months
FIAM Blend Target Date 2035 Commingled Pool Class Q	5,428,266	n/a	Daily	12 months
FIAM Blend Target Date 2040 Commingled Pool Class Q	7,007,766	n/a	Daily	12 months
FIAM Blend Target Date 2045 Commingled Pool Class Q	6,329,074	n/a	Daily	12 months
FIAM Blend Target Date 2050 Commingled Pool Class Q	7,860,465	n/a	Daily	12 months
FIAM Blend Target Date 2055 Commingled Pool Class Q	6,558,821	n/a	Daily	12 months
FIAM Blend Target Date 2060 Commingled Pool Class Q	3,670,129	n/a	Daily	12 months
FIAM Blend Target Date 2065 Commingled Pool Class Q	1,230,581	n/a	Daily	12 months
Putnam Large Cap Value Trust II Class U	2,388,146	n/a	Daily	12 months
PGIM Total Return Bond	762,385	n/a	Daily	12 months
Alliance Bernstein	4,415,512	n/a	Daily	12 months
Janus Henderson Investors	1,199,807	n/a	Daily	12 months
Cohen & Steers	285,063	n/a	Daily	12 months
Carillon Eagle	976,473	n/a	Daily	12 months
Total	\$ <u>58,554,645</u>			

Renewable Energy Systems Americas, Inc. 401(k) Plan

Notes to the Financial Statements

December 31, 2024 and 2023

December 31, 2023	Fair Value	Unfunded Commitments	Redemption Frequency (if currently eligible)	Redemption Notice Period
Wells Fargo Stable Return Fund G	\$ 1,270,202	n/a	Daily	12 months
FIAM Blend Target Date Income Commingled Pool Class Q	67,718	n/a	Daily	12 months
FIAM Blend Target Date 2005 Commingled Pool Class Q	27,407	n/a	Daily	12 months
FIAM Blend Target Date 2010 Commingled Pool Class Q	1,859	n/a	Daily	12 months
FIAM Blend Target Date 2015 Commingled Pool Class Q	90,177	n/a	Daily	12 months
FIAM Blend Target Date 2020 Commingled Pool Class Q	541,510	n/a	Daily	12 months
FIAM Blend Target Date 2025 Commingled Pool Class Q	2,658,211	n/a	Daily	12 months
FIAM Blend Target Date 2030 Commingled Pool Class Q	4,679,358	n/a	Daily	12 months
FIAM Blend Target Date 2035 Commingled Pool Class Q	4,570,659	n/a	Daily	12 months
FIAM Blend Target Date 2040 Commingled Pool Class Q	5,707,117	n/a	Daily	12 months
FIAM Blend Target Date 2045 Commingled Pool Class Q	5,999,123	n/a	Daily	12 months
FIAM Blend Target Date 2050 Commingled Pool Class Q	6,873,846	n/a	Daily	12 months
FIAM Blend Target Date 2055 Commingled Pool Class Q	5,189,253	n/a	Daily	12 months
FIAM Blend Target Date 2060 Commingled Pool Class Q	3,012,783	n/a	Daily	12 months
FIAM Blend Target Date 2065 Commingled Pool Class Q	726,088	n/a	Daily	12 months
Putnam Large Cap Value Trust II Class U	1,928,925	n/a	Daily	12 months
PGIM Total Return Bond	725,301	n/a	Daily	12 months
Alliance Bernstein	3,755,815	n/a	Daily	12 months
Janus Henderson Investors	1,112,293	n/a	Daily	12 months
Cohen & Steers	387,924	n/a	Daily	12 months
Carillon Eagle	1,127,222	n/a	Daily	12 months
Total	\$ <u>50,452,791</u>			

F. Party in Interest Transactions

Certain Plan investments are shares of mutual funds managed by Fidelity Management Trust Company's parent Fidelity. Fidelity Management Trust Company is the trustee and recordkeeper for the Plan and, therefore, these transactions qualify as party in interest transactions.

Fidelity Management Trust Company provides certain administrative services to the Plan pursuant to a Master Plan Services agreement (MSA) between the Company and Fidelity Management Trust Company. Fidelity Management Trust Company's parent receives revenue from mutual fund service providers for services Fidelity provides. This revenue is used to offset certain amounts owed to Fidelity Management Trust Company for its administrative services to the Plan.

If revenue received by Fidelity from such mutual fund service providers exceeds the amount owed under the MSA, Fidelity remits the excess to the Plan's trust on a quarterly basis. Such amounts may be applied to pay Plan administrative expenses or allocated to the accounts of participants. During 2024, there were \$1,419 in excess amounts that were applied to pay

Renewable Energy Systems Americas, Inc. 401(k) Plan

Notes to the Financial Statements

December 31, 2024 and 2023

administrative expense. The Plan or Plan Sponsor may have to make a payment to Fidelity Management Trust Company for administrative expenses not covered by revenue sharing. During 2024, the Plan made direct payments to the third party administrator of \$81,586 for administrative expenses not covered by revenue sharing.

G. Tax Status

The IRS has informed the Plan sponsor by an advisory opinion letter dated June 30, 2020, that the pre-approved plan adopted by the plan sponsor, for the Plan and related trust are designed in accordance with applicable sections of the Internal Revenue Code (IRC). Although the Plan has been amended since that date and has not received an advisory opinion specific to the Plan itself, the Plan administrator and the Plan's tax counsel believe that the Plan is designed, and is currently being operated, in compliance with the applicable requirements of the IRC and, therefore, believe that the Plan is qualified, and the related trust is tax-exempt. Thus, no provision for income taxes has been included in the Plan's financial statements.

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 Federal and State of Colorado taxing authorities. The Plan Administrator has analyzed the tax positions taken by the Plan, and has concluded that as of December 31, 2023 and 2022, there are no uncertain tax positions taken or expected to be taken that would require recognition of a liability or disclosure in the financial statements. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

H. 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 would become 100 percent vested in all Company profit sharing contributions.

I. Risks and Uncertainties

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

Renewable Energy Systems Americas, Inc. 401(k) Plan

Notes to the Financial Statements

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J. Reconciliation of Financial Statements to Form 5500

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

	2024	2023
Net assets available for benefits per the financial statements	\$ 85,750,635	\$ 71,283,570
Less: employer contributions receivable at end of year	(314,862)	(40,732)
Less: participant contributions receivable at end of year	(163,803)	(147,368)
Less: adjustment to prior year employer contributions receivable	-	(232,821)
Net assets available for benefits per Form 5500	<u>\$ 85,271,970</u>	<u>\$ 70,862,649</u>

The following is a reconciliation of the increase in net assets available for benefits per the financial statements for the year ended December 31, 2024, to Form 5500:

	2024
Increase in net assets available for benefits per the financial statements	\$ 14,699,886
Add: employer contributions receivable at end of prior year	40,732
Add: participant contributions receivable at end of prior year	147,368
Less: employer contributions receivable at end of year	(314,862)
Less: participant contributions receivable at end of year	(163,803)
Increase in net assets available for benefits per the Form 5500	<u>\$ 14,409,321</u>

Renewable Energy Systems Americas, Inc. 401(k) Plan

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

December 31, 2024

EIN: 95-4683730

Plan # 001

(a)	(b)	(c)	(e)
Identity of issuer, borrower, lessor, or similar party	Description of investment		Current value
	Self-directed brokerage account:		
* Various	Brokerage Link		\$ 988,531
	Total self-directed brokerage account		<u>988,531</u>
	Mutual and money market funds:		
* Fidelity	Government Money Market Fund		45,879
* Fidelity	500 Index Fund		14,269,094
* Fidelity	Mid-cap Index Fund		3,501,385
* Fidelity	Small-cap Index Fund		1,520,285
* Fidelity	Emerging Markets Index Fund		743,819
Victory	Sycamore Established Value R6 Fund		940,806
Janus Henderson	Triton Fund Class N		765,153
J.P. Morgan	Undiscovered Managers Behavioral R6 Fund		1,326,727
Principal	Diversified Real Asset Institutional Fund		62,206
Calvert	Bond Fund Class R6		14,257
Calvert	Equity Fund Class R6		368,569
Blackrock	High Yield Bond Portfolio Class K		703,710
Prudential	Total Return Bond Fund R6		33,219
	Total mutual and money market funds		<u>24,295,109</u>
	Common collective trusts:		
Wells Fargo	Wells Fargo Stable Return Fund G		2,085,616
* Fidelity	FIAM Blend Target Date Income Commingled Pool Class Q		219,602
* Fidelity	FIAM Blend Target Date 2010 Commingled Pool Class Q		11,959
* Fidelity	FIAM Blend Target Date 2015 Commingled Pool Class Q		142,053
* Fidelity	FIAM Blend Target Date 2020 Commingled Pool Class Q		539,493
* Fidelity	FIAM Blend Target Date 2025 Commingled Pool Class Q		2,769,859
* Fidelity	FIAM Blend Target Date 2030 Commingled Pool Class Q		4,673,575
* Fidelity	FIAM Blend Target Date 2035 Commingled Pool Class Q		5,428,267
* Fidelity	FIAM Blend Target Date 2040 Commingled Pool Class Q		7,007,766
* Fidelity	FIAM Blend Target Date 2045 Commingled Pool Class Q		6,329,074
* Fidelity	FIAM Blend Target Date 2050 Commingled Pool Class Q		7,860,464
* Fidelity	FIAM Blend Target Date 2055 Commingled Pool Class Q		6,558,821
* Fidelity	FIAM Blend Target Date 2060 Commingled Pool Class Q		3,670,129
* Fidelity	FIAM Blend Target Date 2065 Commingled Pool Class Q		1,230,581
Putnam	Large Cap Value Trust II Class U		2,388,146
PGIM	Total Return Bond		762,385
Alliance Bernstein	Large Cap Growth Fund		4,415,512
Janus Henderson Investors	International Alpha Equity		1,199,807
Cohen & Steers	Realty Total Return Fund		285,063
Carillon Eagle	Mid Cap Growth Fund		976,473
	Total common collective trusts		<u>58,554,645</u>
* Participant Loans	Note receivable from participants (interest rates ranging from 5.25% to 10.50%)		1,435,014
	Total investments		\$ <u><u>85,273,299</u></u>

* Represents a party in interest as defined by ERISA.

See accompanying independent auditor's reports.