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

2025

This Form is Open to Public Inspection

Part I Annual Report Identification Information

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

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

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

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

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

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

Part II Basic Plan Information—enter all requested information

1a Name of plan
ICR INC. EMPLOYEE STOCK OWNERSHIP PLAN

1b Three-digit plan number (PN) ▶ 002

1c Effective date of plan 01/01/2022

2a Plan sponsor's name (employer, if for a single-employer plan)
Mailing address (include room, apt., suite no. and street, or P.O. Box)
City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions)
ICR INC.

6200 S MAIN ST.
SUITE 200
AURORA, CO 80016

2b Employer Identification Number (EIN)
46-4395469

2c Plan Sponsor's telephone number
720-728-7031

2d Business code (see instructions)
541600

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

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

SIGN HERE	Filed with authorized/valid electronic signature.	10/06/2026	JONATHAN HOEG
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE			
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

3a Plan administrator's name and address [X] Same as Plan Sponsor	**3b** Administrator's EIN	
	3c Administrator's telephone number	
4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report: **a** Sponsor's name **c** Plan Name	**4b** EIN **4d** PN	

5	Total number of participants at the beginning of the plan year	**5**	785
6	Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines **6a(1), 6a(2), 6b, 6c,** and **6d**).		
a(1)	Total number of active participants at the beginning of the plan year	**6a(1)**	756
a(2)	Total number of active participants at the end of the plan year	**6a(2)**	908
b	Retired or separated participants receiving benefits	**6b**	0
c	Other retired or separated participants entitled to future benefits	**6c**	55
d	Subtotal. Add lines **6a(2)**, **6b**, and **6c**.	**6d**	963
e	Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.	**6e**	1
f	Total. Add lines **6d** and **6e**.	**6f**	964
g(1)	Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item)	**6g(1)**	784
g(2)	Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)	**6g(2)**	775
h	Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested.	**6h**	0
7	Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	**7**	

8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristic Codes in the instructions:

2I 3I 2P

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

9a Plan funding arrangement (check all that apply)		**9b** Plan benefit arrangement (check all that apply)	
(1)	[ ] Insurance	**(1)**	[ ] Insurance
(2)	[ ] Code section 412(e)(3) insurance contracts	**(2)**	[ ] Code section 412(e)(3) insurance contracts
(3)	[X] Trust	**(3)**	[X] Trust
(4)	[ ] General assets of the sponsor	**(4)**	[ ] General assets of the sponsor

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

a Pension Schedules

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

b General Schedules

- **(1)** [X] **H** (Financial Information)
- **(2)** [ ] **I** (Financial Information – Small Plan)
- **(3)** [ ] **A** (Insurance Information) – Number Attached 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 2025 Form M-1 annual report. If the plan was not required to file the 2025 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 H (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Financial Information

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

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

OMB No. 1210-0110

2025

This Form is Open to Public Inspection

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

A Name of plan
ICR INC. EMPLOYEE STOCK OWNERSHIP PLAN

B Three-digit plan number (PN) ▶ 002

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

D Employer Identification Number (EIN)
46-4395469

Part I Asset and Liability Statement

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

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

		(a) Beginning of Year	(b) End of Year
1d Employer-related investments:			
(1) Employer securities	1d(1)	76776506	95314017
(2) Employer real property	1d(2)		
1e Buildings and other property used in plan operation	1e		
1f Total assets (add all amounts in lines 1a through 1e)	1f	76776506	95314017
Liabilities			
1g Benefit claims payable	1g		
1h Operating payables	1h		
1i Acquisition indebtedness	1i		
1j Other liabilities	1j	0	0
1k Total liabilities (add all amounts in lines 1g through1j)	1k	0	0
Net Assets			
1l Net assets (subtract line 1k from line 1f)	1l	76776506	95314017

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)		
(B) Participants	2a(1)(B)		
(C) Others (including rollovers)	2a(1)(C)		
(2) Noncash contributions	2a(2)		
(3) Total contributions. Add lines **2a(1)(A), (B), (C),** and line **2a(2)**	2a(3)		0
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)		
(B) U.S. Government securities	2b(1)(B)		
(C) Corporate debt instruments	2b(1)(C)		
(D) Loans (other than to participants)	2b(1)(D)		
(E) Participant loans	2b(1)(E)		
(F) Other	2b(1)(F)		
(G) Total interest. Add lines **2b(1)(A)** through **(F)**	2b(1)(G)		0
(2) Dividends: **(A)** Preferred stock	2b(2)(A)		
(B) Common stock	2b(2)(B)		
(C) Registered investment company shares (e.g. mutual funds)	2b(2)(C)		
(D) Total dividends. Add lines **2b(2)(A)**, **(B)**, and **(C)**	2b(2)(D)		0
(3) Rents	2b(3)		
(4) Net gain (loss) on sale of assets: **(A)** Aggregate proceeds	2b(4)(A)		
(B) Aggregate carrying amount (see instructions)	2b(4)(B)		
(C) Subtract line **2b(4)(B)** from line **2b(4)(A)** and enter result	2b(4)(C)		0
(5) Unrealized appreciation (depreciation) of assets: **(A)** Real estate	2b(5)(A)		
(B) Other	2b(5)(B)	18880843	
(C) Total unrealized appreciation of assets. Add lines **2b(5)(A)** and **(B)**	2b(5)(C)		18880843

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts	2b(6)		
(7) Net investment gain (loss) from pooled separate accounts	2b(7)		
(8) Net investment gain (loss) from master trust investment accounts	2b(8)		
(9) Net investment gain (loss) from 103-12 investment entities	2b(9)		
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		
c Other income	2c		
d Total income. Add all **income** amounts in column (b) and enter total	2d		18880843
Expenses			
e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	343332	
(2) To insurance carriers for the provision of benefits	2e(2)		
(3) Other	2e(3)		
(4) Total benefit payments. Add lines **2e(1)** through **(3)**	2e(4)		343332
f Corrective distributions (see instructions)	2f		
g Certain deemed distributions of participant loans (see instructions)	2g		
h Interest expense	2h		
i Administrative expenses:			
(1) Salaries and allowances	2i(1)		
(2) Contract administrator fees	2i(2)		
(3) Recordkeeping fees	2i(3)		
(4) IQPA audit fees	2i(4)		
(5) Investment advisory and investment management fees	2i(5)		
(6) Bank or trust company trustee/custodial fees	2i(6)		
(7) Actuarial fees	2i(7)		
(8) Legal fees	2i(8)		
(9) Valuation/appraisal fees	2i(9)		
(10) Other trustee fees and expenses	2i(10)		
(11) Other expenses	2i(11)		
(12) Total administrative expenses. Add lines **2i(1)** through **(11)**	2i(12)		0
j Total expenses. Add all **expense** amounts in column (b) and enter total	2j		343332
Net Income and Reconciliation			
k Net income (loss). Subtract line **2j** from line **2d**	2k		18537511
l Transfers of assets:			
(1) To this plan	2l(1)		
(2) From this plan	2l(2)		

Part III Accountant's Opinion

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

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

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

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

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

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

(1) Name: BEHRENS & BANKS **(2)** EIN: 54-1556200

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

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

Part IV Compliance Questions

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

During the plan year:

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

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

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

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

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

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

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

SCHEDULE R (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Retirement Plan Information

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

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

OMB No. 1210-0110

2025

This Form is Open to Public Inspection.

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

A Name of plan
ICR INC. EMPLOYEE STOCK OWNERSHIP PLAN

B Three-digit plan number (PN) ▶ 002

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

D Employer Identification Number (EIN)
46-4395469

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** 343332

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): 58-1428634

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

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

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

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

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

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

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

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

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

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

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

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

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

Part III Amendments

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

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

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

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

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

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

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

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

a Name of contributing employer

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

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

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

---

a Name of contributing employer

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

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

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

---

a Name of contributing employer

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

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

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

---

a Name of contributing employer

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

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

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

---

a Name of contributing employer

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

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

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

---

a Name of contributing employer

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

☐ Yes.

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

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

☐ No. Other. Provide explanation._____

Part VII IRS Compliance Questions

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

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

☐ Design-based safe harbor method

☐ "Prior year" ADP test

☐ "Current year" ADP test

☒ N/A

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

ICR, Inc. Employee Stock Ownership Plan

Aurora, CO

Audit Report

For the Years Ended

December 31, 2025 and 2024

ICR, Inc. Employee Stock Ownership Plan
Index
December 31, 2025

	Pages
Independent Auditor's Report	1
Financial Statements	
Statements of Net Assets Available for Benefits	3
Statement of Changes in Net Assets Available for Benefits	4
Notes to Financial Statements	5

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Independent Auditor's Report

To the Administrative Committee of
ICR, Inc. Employee Stock Ownership Plan

Opinion

We have audited the accompanying financial statements of ICR, Inc. Employee Stock Ownership Plan, an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), which comprise the statements of net assets available for benefits as of December 31, 2025 and 2024, and the related statement of changes in net assets available for benefits for the year ended December 31, 2025, and the related notes to the financial statements.

In our opinion, the financial statements referred to above present fairly, in all material respects, the net assets available for benefits of ICR, Inc. Employee Stock Ownership Plan as of December 31, 2025 and 2024, and the changes in its net assets available for benefits for the year then ended, in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America. 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 ICR, Inc. Employee Stock Ownership Plan and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Responsibilities of Management for the Financial Statements

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

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about ICR, Inc. Employee Stock Ownership Plan's ability to continue as a going concern for one year after the date of 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

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

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

- Exercise professional judgement 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 ICR, Inc. Employee Stock Ownership 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 ICR, Inc. Employee Stock Ownership Plan's ability to continue as a going concern for a reasonable period of time.

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

Behrens & Banks

Behrens & Banks, P.C.
Ashburn, VA
September 30, 2026

ICR, Inc. Employee Stock Ownership Plan
Statements of Net Assets Available for Benefits
December 31, 2025 and 2024

	Allocated	Unallocated	Total
December 31, 2025			
Cash	$ 0	$ 0	$ 0
ICR, Inc. Stock	95,314,017	0	95,314,017
Total Assets	95,314,017	0	95,314,017
Liabilities			
Note Payable	0	0	0
Total Liabilities	0	0	0
Net Assets Available For Plan Benefits	$ 95,314,017	$ 0	$ 95,314,017
December 31, 2024			
Cash	$ 0	$ 0	$ 0
ICR, Inc. Stock	76,776,506	0	76,776,506
Total Assets	76,776,506	0	76,776,506
Liabilities			
Note Payable	0	0	0
Total Liabilities	0	0	0
Net Assets Available For Plan Benefits	$ 76,776,506	$ 0	$ 76,776,506

See Accompanying Notes.

ICR, Inc. Employee Stock Ownership Plan
Statement of Changes in Net Assets Available for Benefits
Plan Year Ended December 31, 2025

	Allocated	Unallocated	Total
Additions to Net Assets			
Employer Contributions	$ 0	$ 0	$ 0
Lateral Transfers			
Unrealized Gains	18,880,844	0	18,880,844
Allocation of Company Stock, at Fair Value	0	0	0
Total Additions to Net Assets	18,880,844	0	18,880,844
Deductions from Net Assets:			
Benefits Paid	343,333	0	343,333
Interest Expense	0	0	0
Allocation of Company Stock, at Fair Value	0	0	0
Total Deductions from Net Assets	343,333	0	343,333
Net Increase	18,537,511	0	18,537,511
Net Assets Available for Benefits			
Beginning of year	76,776,506	0	76,776,506
End of year	$ 95,314,017	$ 0	$ 95,314,017

See accompanying notes.

ICR, Inc. Employee Stock Ownership Plan
Notes to Financial Statements

NOTE A – PLAN DESCRIPTION

The following brief description of the ICR, Inc. Employee Stock Ownership Plan (the Plan) is provided for general information purposes only. Participants should refer to the Plan agreement for complete information.

ICR, Inc. (Company) established the ICR, Inc. Employee Stock Ownership Plan (Plan) effective as of August 10, 2022. The Plan was amended and operates, in relevant part, as a leveraged employee stock ownership plan (ESOP), and is designed to comply with Section 4975(e)(7) and the regulations thereunder of the Internal Revenue Code of 1986, as amended (IRC) and is subject to the applicable provisions of the Employee Retirement Income Security Act of 1974, as amended (ERISA). The Plan is administered by The Committee as appointed by the Sponsor Company's Board of Directors. Blue Ridge ESOP Associates administers the plan.

On August 10, 2022 the Company adopted an Employee Stock Ownership Plan (ESOP) for all full-time employees, wherein the ESOP purchased 336,889 voting shares, 30% of the outstanding shares for $44,876,954. The consideration included a loan from Wells Fargo of $31,245,026 and a lateral transfer of $13,631,958 from the Company's retirement plan. The loan from Wells Fargo will mature in four years and bears an interest rate at Simple Secured Overnight Financing Rate (SOFR) + 2.125%. Principal payments of $5,000,000 will be made on the anniversary date, until the principal balance of the loan reaches $25,000,000. The remaining principal balance is due at maturity. Interest payments on the outstanding principal balance are due monthly until the loan is paid off in full.

The acquisition indebtedness (ESOP loan) of $31,245,026 has a 10-year term and bears an interest rate of 3.31% and requires quarterly payments of principal and interest. The ESOP loan is secured by 234,555 of acquired shares, subject to release as the ESOP loan is repaid. There were no principal or interest payments during the year due to the loan being paid in full.

The shares purchased by the ESOP with proceeds of the loan are held in an unallocated suspense account as collateral for the loan. Accordingly, the loan is classified as a contra-equity, Unearned ESOP Shares, in the balance sheets. The remaining loan repayments are expected to be made from future Company contributions to the ESOP.

The ESOP shares as of December 31, 2025 were as follows:

	2025
Cumulative shares released in prior years	234,555
Current year shares released	0
Unallocated shares	0
Total ESOP Shares	234,555
Fair Value of Unallocated Shares	$ 0
Fair Value per Share of Unreleased Shares	$ 283.91

NOTE A – PLAN DESCRIPTION (Continued)

In accordance with accounting principles generally accepted in the United States, Unearned ESOP Shares are released from collateral based on the proportion of debt service paid during the year.

Eligibility

Employees of the Company are generally eligible to participate in the Plan on the first day he completes One Hour of Service for the Employer provided he is a Covered Employee on his Date of Hire. A Covered Employee is a common-law employee except (i) an employee employed in a unit of employees subject to a collective bargaining agreement, (ii) an employee who is a nonresident alien, or (iii) an independent contractor or leased employee.

Contributions

Each plan year the Employer may contribute to the Trust an amount, determined by its board in its sole direction; provided the aggregate Company Contributions made in cash shall be in such amounts and at such times, as may be required to provide the Trust with funds sufficient to pay when due any principal and interest required by the Loan, except to the extent such payments have been satisfied by the Trust from Cash Dividends paid to it with respect to Company Stock which has not be allocated to an account.

Payment of Benefits

Generally, distributions on account of death, disability, or retirement are made at the committee's direction no later than the 60th day after the end of the plan year in which the latest of the following events occur: 1) the Participant reaches Normal Age Retirement, 2) the 10th anniversary of the date the Participant commenced participation in the Plan, 3) the termination of the Participant's employment with all Affiliates, or 4) the date the Participant's Account balance is determined.

The General Distribution Rule provides that a Participant's vested and non-forfeitable Account will be payable (i) in a lump sum if his Vested Account does not exceed $20,000 on the date payment is to be made or (ii) in a series of five annual installments if his Vested Account exceeds $20,000. During 2025 the Company made benefit distributions of $343,333 in cash to participants.

Voting Rights

Each Participant or Beneficiary is entitled to direct the Trustee as to the manner in which voting rights of the shares of Company Stock which are allocated to the Company Stock Account of such Participant or Beneficiary are to be exercised with respect to any corporate matter which involves the voting of such Company Stock with respect to the approval or disapproval of any corporate merger or consolidation, recapitalization, reclassification, liquidation, dissolution, sale of substantially all assets of a trade or business or such similar transactions as the Secretary of the Treasury may prescribe in regulations. The Committee will direct the trust with respect to the voting of Company Stock in all other matters.

NOTE A – PLAN DESCRIPTION (Continued)

Plan Termination

The Company reserves the right to terminate the Plan with respect to all Employers at any time in its sole discretion, In addition, the Plan will terminate with respect to an individual Employer (i) by resolution of the Employer's board of directors, provided that 30 days' advance written notice is given to the Committee and the Company; (ii) upon the dissolution, merger, consolidation, or reorganization of the Employer or the sale by the Employer of all or substantially all of its assets; (iii) upon the Employer's complete discontinuance of contributions; or (iv) upon the termination of its status as an Affiliate. A partial termination of the Plan may occur with respect to a group of Participants on any date specified by the Company or required by law.

Participant Accounts

The Committee will create and maintain a bookkeeping Account in the name of each Participant to reflect the credits and debits to be made to such Participant. The Plan is a defined contribution plan under which a separate individual account is established for each participant. Each participant's account is credited as of the last day of each plan year (December 31) with an allocation of shares of the Company's common stock released by the Trustee from the unallocated account and forfeitures of terminated participants' non-vested accounts. Allocations will be made to each Eligible Participant's Account in the proportion that the Eligible Participant's Total Compensation for that Plan Year bears to the Total Compensation of all Eligible Participants for that Plan Year.

Vesting

If a participant's employment with the Company ends for any reason other than normal retirement, disability while employed, or death while employed, he or she will vest in the balances in his or her account based on total years of service with the Company. Participants vest 25% per year of service and are 100% vested after four or more years of service.

Put Option

All shares of Company Stock acquired by the Plan will be subject to a "put" option at the time of distribution, provided that at such time (i) the Company is not an S Corporation; and (ii) the shares are not publicly traded within the meaning of Treasury Regulation Section 54.4975-7(b)(1)(iv) or subject to a trading restriction within the meaning of Treasury Regulation Section 54.4975-7(b)(10); or (iii) the Company's charter or by-laws do not restrict the ownership of substantially all outstanding employer securities to employees or a Code Section 401(a) trust as provided under Code Section 409(h)(2). At year end, the Company was an S Corporation.

NOTE A – PLAN DESCRIPTION (Continued)

Diversification

Each Qualified Participant will be permitted to direct the Trustee as to the diversification of the investment of his Company Stock Account within 90 days after the last day of each Plan Year during the Participant's Qualified Election Period; provided, however, if the fair market value of the Participant's Company Stock Account, determined as of the Accounting Date immediately preceding the date the Participant is eligible to make an election, is $500 or less, the Participant may not make a diversification election for that Plan Year. The Term "Qualified Participant" means a Participant or Inactive Participant who has both attained age 55 and completed at least ten years of participation with the plan.

Forfeitures

Employer contributions and Plan forfeitures are allocated to each participant's account based upon the relation of the participant's compensation to total compensation for the Plan year. Forfeitures from terminated non-vested account balances allocated to remaining participants at December 31, 2025 totaled $0.

NOTE B – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Date of Management's Review of Subsequent Events

Subsequent events were evaluated through September 30, 2026, which is the date the financial statements were available to be issued.

Basis of Accounting

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

Allocations

The financial statements of the Plan present separately the assets and the liabilities and changes therein pertaining to (a) the accounts of employees with rights in allocated stock ("allocated") and (b) stock not yet allocated to employees ("unallocated"), including shares that are committed to be released. Shares are released from collateral and become allocated generally in the period in which debt service is actually paid.

Use of Estimates

The preparation of financial statements in accordance with account principles generally accepted in the United States of America requires the plan administrator to make estimates and assumptions that affect the reported amounts of assets and liabilities and changes therein, and disclosures of contingent assets and liabilities. Accordingly, actual results may differ from those estimates.

NOTE B – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Continued)

Investment Valuation and Income Recognition

The shares of Company common stock are valued at fair value. See note C for discussion of fair value measurements.

Dividend income is accrued on the ex-dividend date.

Purchases and sales of securities are recorded on a trade-date basis. Realized gains and losses from security transactions are reported on the average cost method. Net appreciated includes the plan's gains and losses on investments bought and sold as well as held during the year.

Operating expenses

All expenses of maintaining the Plan are paid by the Company.

NOTE C – FAIR VALUE MEASUREMENTS

The Plan's investments are reported at fair value in the accompanying statements of net assets available for benefits. The methods used to measure fair value may produce an amount 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 measure the fair value of certain financial instruments could result in a different fair value at the reporting date.

The fair value measurements accounting literature established a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. This hierarchy consists of three broad levels: Level 1 inputs consist of unadjusted quoted prices in active markets for identical assets and have the highest priority, Level 2 inputs consist of observable inputs other than quoted prices for identical assets, and Level 3 inputs are unobservable and have the lowest priority. The Plan uses appropriate valuation techniques based on the available inputs to measure the fair value of its investments.

Gains and losses included in changes in net assets available for benefits for the year ended December 31, 2025, is reported in net appreciation in fair value of investments.

The Plan's policy is to recognize transfers between Levels 1 and 2 and into and out of Level as of the date of the event or change in circumstances that caused the transfer. For the year ended December 31, 2025, there were no significant transfers between Level 1 and 2 and no transfers into or out of Level 3.

NOTE C – FAIR VALUE MEASUREMENTS (Continued)

Level 3 Fair Value Measurements

The fair value of the Company common stock is based on by an annual independent appraisal. The appraisal was based on a combination of the market and income valuation approaches consistent with prior years. The appraiser took into account historical and projected cash flow and net earnings, weight average cost of capital, market comparable, and applicable discounts and premiums.

The following tables present fair value measurement information for the Plan's investment in Company common stock. The carrying values of mutual funds, cash, and accrued interest included in the accompanying statement of net assets available for benefits approximated fair value at December 31, 2025 and are thus not included in the following table.

	Fair Value	Fair Value Measurements at the End of the Reporting Period Using Significant Unobservable Inputs (Level 3)
December 31, 2025		
Company common stock	$ 95,314,017	$ 95,314,017

The following tables provide further details of the Plan's Level 3 fair value measurement

	Company Common Stock
Year Ended December 31, 2025	
Beginning balance	$ 76,776,506
Totals gains or losses included in changes in net assets available for benefits	18,537,511
Ending Balance	$ 95,314,017
Total gains or losses for the year included in changes in net assets available for benefits attributable to the change in unrealized gains or losses relating to investments held at the end of the reporting period	$ 18,537,511

NOTE C – FAIR VALUE MEASUREMENTS (Continued)

Gains and losses included in changes in net assets available for benefits for the year ended December 31, 2025, are reported in net appreciation in fair value investments.

The Plan's policy is to recognize transfers into and out of Level 3 as of the date of the event or change in circumstances that caused the transfer. For the year ended December 31, 2025, there were no significant transfers into or out of Level 3.

NOTE D – TAX STATUS

On March 21, 2025, the Internal Revenue Service issued a favorable determination letter for this Plan that was adopted August 10, 2022. The Plan satisfies the requirements of IRC Section 4975(e)(7), an Employee Stock Ownership Plan. The Plan administrator and the Plan's tax counsel believe that the Plan is currently designed and being operated in compliance with the applicable requirements of the IRC. Therefore, management believes that the Plan is qualified and the related trust was tax-exempt as of the financial statements date.

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

NOTE E – ADMINISTRATION OF PLAN ASSETS

The Plan's assets, which consist principally of Company common stock, are held by the Trustee of the Plan.

Company contributions are held and managed by the Trustee. The Trustee also administers the payment of interest and principal on the loan, which is reimbursed to the Trustee through contributions as determined by the Company.

Certain administrative functions are performed by officers or employees of the Company or its subsidiaries. No such officer or employee received compensation from the Plan. Administrative expenses for the Trustee's fees are paid directly by the company.

NOTE F – LOAN PAYABLE

The loan was paid off in 2024. There is no outstanding balance.

NOTE G – RISKS AND UNCERTAINTIES

The Plan's investments consist primarily of the Company's common stock, which is exposed to various risks, including interest rate, market, and credit risks, as well as valuation assumption based on earnings and cash flows. Due to the level of risk associated with the investment in the common stock and to uncertainties inherent in the estimations and assumptions process, it is at least reasonably possibly that changes in the value of the common stock will occur in the near term and that such changes could materially affect the amounts reported in the statements of net assets available for benefits.

NOTE H – RELATED-PARTY AND PARTY-IN-INTEREST TRANSACTIONS

The Plan invests in Company common stock and has indebtedness guaranteed by the Company. These are related party and party-in-interest transactions. As described in Notes B and E, the Company pays the expenses of the Plan. The Plan has a number of service providers. Such parties are parties-in-interest under ERISA.

NOTE I – COMPANY DIVIDENDS

No Dividends were paid by the Company during the 2025 plan year.

NOTE J – FLOOR PRICE PROTECTION

The Company does not provide floor price protection of its stock.

ICR, Inc. Employee Stock Ownership Plan

Aurora, CO

Audit Report

For the Years Ended

December 31, 2025 and 2024

ICR, Inc. Employee Stock Ownership Plan
Index
December 31, 2025

	Pages
Independent Auditor's Report	1
Financial Statements	
Statements of Net Assets Available for Benefits	3
Statement of Changes in Net Assets Available for Benefits	4
Notes to Financial Statements	5

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Independent Auditor's Report

To the Administrative Committee of
ICR, Inc. Employee Stock Ownership Plan

Opinion

We have audited the accompanying financial statements of ICR, Inc. Employee Stock Ownership Plan, an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), which comprise the statements of net assets available for benefits as of December 31, 2025 and 2024, and the related statement of changes in net assets available for benefits for the year ended December 31, 2025, and the related notes to the financial statements.

In our opinion, the financial statements referred to above present fairly, in all material respects, the net assets available for benefits of ICR, Inc. Employee Stock Ownership Plan as of December 31, 2025 and 2024, and the changes in its net assets available for benefits for the year then ended, in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America. 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 ICR, Inc. Employee Stock Ownership Plan and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Responsibilities of Management for the Financial Statements

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

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about ICR, Inc. Employee Stock Ownership Plan's ability to continue as a going concern for one year after the date of 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

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

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

- Exercise professional judgement 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 ICR, Inc. Employee Stock Ownership 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 ICR, Inc. Employee Stock Ownership Plan's ability to continue as a going concern for a reasonable period of time.

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

Behrens & Banks

Behrens & Banks, P.C.
Ashburn, VA
September 30, 2026

ICR, Inc. Employee Stock Ownership Plan
Statements of Net Assets Available for Benefits
December 31, 2025 and 2024

	Allocated	Unallocated	Total
December 31, 2025			
Cash	$ 0	$ 0	$ 0
ICR, Inc. Stock	95,314,017	0	95,314,017
Total Assets	95,314,017	0	95,314,017
Liabilities			
Note Payable	0	0	0
Total Liabilities	0	0	0
Net Assets Available For Plan Benefits	$ 95,314,017	$ 0	$ 95,314,017
December 31, 2024			
Cash	$ 0	$ 0	$ 0
ICR, Inc. Stock	76,776,506	0	76,776,506
Total Assets	76,776,506	0	76,776,506
Liabilities			
Note Payable	0	0	0
Total Liabilities	0	0	0
Net Assets Available For Plan Benefits	$ 76,776,506	$ 0	$ 76,776,506

See Accompanying Notes.

ICR, Inc. Employee Stock Ownership Plan
Statement of Changes in Net Assets Available for Benefits
Plan Year Ended December 31, 2025

	Allocated	Unallocated	Total
Additions to Net Assets			
Employer Contributions	$ 0	$ 0	$ 0
Lateral Transfers			
Unrealized Gains	18,880,844	0	18,880,844
Allocation of Company Stock, at Fair Value	0	0	0
Total Additions to Net Assets	18,880,844	0	18,880,844
Deductions from Net Assets:			
Benefits Paid	343,333	0	343,333
Interest Expense	0	0	0
Allocation of Company Stock, at Fair Value	0	0	0
Total Deductions from Net Assets	343,333	0	343,333
Net Increase	18,537,511	0	18,537,511
Net Assets Available for Benefits			
Beginning of year	76,776,506	0	76,776,506
End of year	$ 95,314,017	$ 0	$ 95,314,017

See accompanying notes.

ICR, Inc. Employee Stock Ownership Plan
Notes to Financial Statements

NOTE A – PLAN DESCRIPTION

The following brief description of the ICR, Inc. Employee Stock Ownership Plan (the Plan) is provided for general information purposes only. Participants should refer to the Plan agreement for complete information.

ICR, Inc. (Company) established the ICR, Inc. Employee Stock Ownership Plan (Plan) effective as of August 10, 2022. The Plan was amended and operates, in relevant part, as a leveraged employee stock ownership plan (ESOP), and is designed to comply with Section 4975(e)(7) and the regulations thereunder of the Internal Revenue Code of 1986, as amended (IRC) and is subject to the applicable provisions of the Employee Retirement Income Security Act of 1974, as amended (ERISA). The Plan is administered by The Committee as appointed by the Sponsor Company's Board of Directors. Blue Ridge ESOP Associates administers the plan.

On August 10, 2022 the Company adopted an Employee Stock Ownership Plan (ESOP) for all full-time employees, wherein the ESOP purchased 336,889 voting shares, 30% of the outstanding shares for $44,876,954. The consideration included a loan from Wells Fargo of $31,245,026 and a lateral transfer of $13,631,958 from the Company's retirement plan. The loan from Wells Fargo will mature in four years and bears an interest rate at Simple Secured Overnight Financing Rate (SOFR) + 2.125%. Principal payments of $5,000,000 will be made on the anniversary date, until the principal balance of the loan reaches $25,000,000. The remaining principal balance is due at maturity. Interest payments on the outstanding principal balance are due monthly until the loan is paid off in full.

The acquisition indebtedness (ESOP loan) of $31,245,026 has a 10-year term and bears an interest rate of 3.31% and requires quarterly payments of principal and interest. The ESOP loan is secured by 234,555 of acquired shares, subject to release as the ESOP loan is repaid. There were no principal or interest payments during the year due to the loan being paid in full.

The shares purchased by the ESOP with proceeds of the loan are held in an unallocated suspense account as collateral for the loan. Accordingly, the loan is classified as a contra-equity, Unearned ESOP Shares, in the balance sheets. The remaining loan repayments are expected to be made from future Company contributions to the ESOP.

The ESOP shares as of December 31, 2025 were as follows:

	2025
Cumulative shares released in prior years	234,555
Current year shares released	0
Unallocated shares	0
Total ESOP Shares	234,555
Fair Value of Unallocated Shares	$ 0
Fair Value per Share of Unreleased Shares	$ 283.91

NOTE A – PLAN DESCRIPTION (Continued)

In accordance with accounting principles generally accepted in the United States, Unearned ESOP Shares are released from collateral based on the proportion of debt service paid during the year.

Eligibility

Employees of the Company are generally eligible to participate in the Plan on the first day he completes One Hour of Service for the Employer provided he is a Covered Employee on his Date of Hire. A Covered Employee is a common-law employee except (i) an employee employed in a unit of employees subject to a collective bargaining agreement, (ii) an employee who is a nonresident alien, or (iii) an independent contractor or leased employee.

Contributions

Each plan year the Employer may contribute to the Trust an amount, determined by its board in its sole direction; provided the aggregate Company Contributions made in cash shall be in such amounts and at such times, as may be required to provide the Trust with funds sufficient to pay when due any principal and interest required by the Loan, except to the extent such payments have been satisfied by the Trust from Cash Dividends paid to it with respect to Company Stock which has not be allocated to an account.

Payment of Benefits

Generally, distributions on account of death, disability, or retirement are made at the committee's direction no later than the 60th day after the end of the plan year in which the latest of the following events occur: 1) the Participant reaches Normal Age Retirement, 2) the 10th anniversary of the date the Participant commenced participation in the Plan, 3) the termination of the Participant's employment with all Affiliates, or 4) the date the Participant's Account balance is determined.

The General Distribution Rule provides that a Participant's vested and non-forfeitable Account will be payable (i) in a lump sum if his Vested Account does not exceed $20,000 on the date payment is to be made or (ii) in a series of five annual installments if his Vested Account exceeds $20,000. During 2025 the Company made benefit distributions of $343,333 in cash to participants.

Voting Rights

Each Participant or Beneficiary is entitled to direct the Trustee as to the manner in which voting rights of the shares of Company Stock which are allocated to the Company Stock Account of such Participant or Beneficiary are to be exercised with respect to any corporate matter which involves the voting of such Company Stock with respect to the approval or disapproval of any corporate merger or consolidation, recapitalization, reclassification, liquidation, dissolution, sale of substantially all assets of a trade or business or such similar transactions as the Secretary of the Treasury may prescribe in regulations. The Committee will direct the trust with respect to the voting of Company Stock in all other matters.

NOTE A – PLAN DESCRIPTION (Continued)

Plan Termination

The Company reserves the right to terminate the Plan with respect to all Employers at any time in its sole discretion, In addition, the Plan will terminate with respect to an individual Employer (i) by resolution of the Employer's board of directors, provided that 30 days' advance written notice is given to the Committee and the Company; (ii) upon the dissolution, merger, consolidation, or reorganization of the Employer or the sale by the Employer of all or substantially all of its assets; (iii) upon the Employer's complete discontinuance of contributions; or (iv) upon the termination of its status as an Affiliate. A partial termination of the Plan may occur with respect to a group of Participants on any date specified by the Company or required by law.

Participant Accounts

The Committee will create and maintain a bookkeeping Account in the name of each Participant to reflect the credits and debits to be made to such Participant. The Plan is a defined contribution plan under which a separate individual account is established for each participant. Each participant's account is credited as of the last day of each plan year (December 31) with an allocation of shares of the Company's common stock released by the Trustee from the unallocated account and forfeitures of terminated participants' non-vested accounts. Allocations will be made to each Eligible Participant's Account in the proportion that the Eligible Participant's Total Compensation for that Plan Year bears to the Total Compensation of all Eligible Participants for that Plan Year.

Vesting

If a participant's employment with the Company ends for any reason other than normal retirement, disability while employed, or death while employed, he or she will vest in the balances in his or her account based on total years of service with the Company. Participants vest 25% per year of service and are 100% vested after four or more years of service.

Put Option

All shares of Company Stock acquired by the Plan will be subject to a "put" option at the time of distribution, provided that at such time (i) the Company is not an S Corporation; and (ii) the shares are not publicly traded within the meaning of Treasury Regulation Section 54.4975-7(b)(1)(iv) or subject to a trading restriction within the meaning of Treasury Regulation Section 54.4975-7(b)(10); or (iii) the Company's charter or by-laws do not restrict the ownership of substantially all outstanding employer securities to employees or a Code Section 401(a) trust as provided under Code Section 409(h)(2). At year end, the Company was an S Corporation.

NOTE A – PLAN DESCRIPTION (Continued)

Diversification

Each Qualified Participant will be permitted to direct the Trustee as to the diversification of the investment of his Company Stock Account within 90 days after the last day of each Plan Year during the Participant's Qualified Election Period; provided, however, if the fair market value of the Participant's Company Stock Account, determined as of the Accounting Date immediately preceding the date the Participant is eligible to make an election, is $500 or less, the Participant may not make a diversification election for that Plan Year. The Term "Qualified Participant" means a Participant or Inactive Participant who has both attained age 55 and completed at least ten years of participation with the plan.

Forfeitures

Employer contributions and Plan forfeitures are allocated to each participant's account based upon the relation of the participant's compensation to total compensation for the Plan year. Forfeitures from terminated non-vested account balances allocated to remaining participants at December 31, 2025 totaled $0.

NOTE B – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Date of Management's Review of Subsequent Events

Subsequent events were evaluated through September 30, 2026, which is the date the financial statements were available to be issued.

Basis of Accounting

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

Allocations

The financial statements of the Plan present separately the assets and the liabilities and changes therein pertaining to (a) the accounts of employees with rights in allocated stock ("allocated") and (b) stock not yet allocated to employees ("unallocated"), including shares that are committed to be released. Shares are released from collateral and become allocated generally in the period in which debt service is actually paid.

Use of Estimates

The preparation of financial statements in accordance with account principles generally accepted in the United States of America requires the plan administrator to make estimates and assumptions that affect the reported amounts of assets and liabilities and changes therein, and disclosures of contingent assets and liabilities. Accordingly, actual results may differ from those estimates.

NOTE B – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Continued)

Investment Valuation and Income Recognition

The shares of Company common stock are valued at fair value. See note C for discussion of fair value measurements.

Dividend income is accrued on the ex-dividend date.

Purchases and sales of securities are recorded on a trade-date basis. Realized gains and losses from security transactions are reported on the average cost method. Net appreciated includes the plan's gains and losses on investments bought and sold as well as held during the year.

Operating expenses

All expenses of maintaining the Plan are paid by the Company.

NOTE C – FAIR VALUE MEASUREMENTS

The Plan's investments are reported at fair value in the accompanying statements of net assets available for benefits. The methods used to measure fair value may produce an amount 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 measure the fair value of certain financial instruments could result in a different fair value at the reporting date.

The fair value measurements accounting literature established a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. This hierarchy consists of three broad levels: Level 1 inputs consist of unadjusted quoted prices in active markets for identical assets and have the highest priority, Level 2 inputs consist of observable inputs other than quoted prices for identical assets, and Level 3 inputs are unobservable and have the lowest priority. The Plan uses appropriate valuation techniques based on the available inputs to measure the fair value of its investments.

Gains and losses included in changes in net assets available for benefits for the year ended December 31, 2025, is reported in net appreciation in fair value of investments.

The Plan's policy is to recognize transfers between Levels 1 and 2 and into and out of Level as of the date of the event or change in circumstances that caused the transfer. For the year ended December 31, 2025, there were no significant transfers between Level 1 and 2 and no transfers into or out of Level 3.

NOTE C – FAIR VALUE MEASUREMENTS (Continued)

Level 3 Fair Value Measurements

The fair value of the Company common stock is based on by an annual independent appraisal. The appraisal was based on a combination of the market and income valuation approaches consistent with prior years. The appraiser took into account historical and projected cash flow and net earnings, weight average cost of capital, market comparable, and applicable discounts and premiums.

The following tables present fair value measurement information for the Plan's investment in Company common stock. The carrying values of mutual funds, cash, and accrued interest included in the accompanying statement of net assets available for benefits approximated fair value at December 31, 2025 and are thus not included in the following table.

	Fair Value	Fair Value Measurements at the End of the Reporting Period Using Significant Unobservable Inputs (Level 3)
December 31, 2025		
Company common stock	$ 95,314,017	$ 95,314,017

The following tables provide further details of the Plan's Level 3 fair value measurement

	Company Common Stock
Year Ended December 31, 2025	
Beginning balance	$ 76,776,506
Totals gains or losses included in changes in net assets available for benefits	18,537,511
Ending Balance	$ 95,314,017
Total gains or losses for the year included in changes in net assets available for benefits attributable to the change in unrealized gains or losses relating to investments held at the end of the reporting period	$ 18,537,511

NOTE C – FAIR VALUE MEASUREMENTS (Continued)

Gains and losses included in changes in net assets available for benefits for the year ended December 31, 2025, are reported in net appreciation in fair value investments.

The Plan's policy is to recognize transfers into and out of Level 3 as of the date of the event or change in circumstances that caused the transfer. For the year ended December 31, 2025, there were no significant transfers into or out of Level 3.

NOTE D – TAX STATUS

On March 21, 2025, the Internal Revenue Service issued a favorable determination letter for this Plan that was adopted August 10, 2022. The Plan satisfies the requirements of IRC Section 4975(e)(7), an Employee Stock Ownership Plan. The Plan administrator and the Plan's tax counsel believe that the Plan is currently designed and being operated in compliance with the applicable requirements of the IRC. Therefore, management believes that the Plan is qualified and the related trust was tax-exempt as of the financial statements date.

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

NOTE E – ADMINISTRATION OF PLAN ASSETS

The Plan's assets, which consist principally of Company common stock, are held by the Trustee of the Plan.

Company contributions are held and managed by the Trustee. The Trustee also administers the payment of interest and principal on the loan, which is reimbursed to the Trustee through contributions as determined by the Company.

Certain administrative functions are performed by officers or employees of the Company or its subsidiaries. No such officer or employee received compensation from the Plan. Administrative expenses for the Trustee's fees are paid directly by the company.

NOTE F – LOAN PAYABLE

The loan was paid off in 2024. There is no outstanding balance.

NOTE G – RISKS AND UNCERTAINTIES

The Plan's investments consist primarily of the Company's common stock, which is exposed to various risks, including interest rate, market, and credit risks, as well as valuation assumption based on earnings and cash flows. Due to the level of risk associated with the investment in the common stock and to uncertainties inherent in the estimations and assumptions process, it is at least reasonably possibly that changes in the value of the common stock will occur in the near term and that such changes could materially affect the amounts reported in the statements of net assets available for benefits.

NOTE H – RELATED-PARTY AND PARTY-IN-INTEREST TRANSACTIONS

The Plan invests in Company common stock and has indebtedness guaranteed by the Company. These are related party and party-in-interest transactions. As described in Notes B and E, the Company pays the expenses of the Plan. The Plan has a number of service providers. Such parties are parties-in-interest under ERISA.

NOTE I – COMPANY DIVIDENDS

No Dividends were paid by the Company during the 2025 plan year.

NOTE J – FLOOR PRICE PROTECTION

The Company does not provide floor price protection of its stock.