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
NAVEX GLOBAL 401(K) PLAN

1b Three-digit plan number (PN) ▶ 001

1c Effective date of plan 01/01/2003

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)
NAVEX GLOBAL, INC.

5500 MEADOWS ROAD SUITE 500
LAKE OSWEGO, OR 97035

2b Employer Identification Number (EIN)
03-0513136

2c Plan Sponsor's telephone number
971-250-4100

2d Business code (see instructions)
561420

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.	10/12/2026	NICOLE PAGE
	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

4b EIN

c Plan Name

4d PN

5	Total number of participants at the beginning of the plan year	**5**	1440
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)**	979
a(2)	Total number of active participants at the end of the plan year	**6a(2)**	975
b	Retired or separated participants receiving benefits	**6b**	0
c	Other retired or separated participants entitled to future benefits	**6c**	449
d	Subtotal. Add lines **6a(2)**, **6b**, and **6c**.	**6d**	1424
e	Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.	**6e**	0
f	Total. Add lines **6d** and **6e**.	**6f**	1424
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)**	1381
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)**	1353
h	Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested.	**6h**	114
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:

2E 2F 2G 2J 2K 2T 3H 3D

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)

- **(1)** [ ] Insurance
- **(2)** [ ] Code section 412(e)(3) insurance contracts
- **(3)** [X] Trust
- **(4)** [ ] General assets of the sponsor

9b Plan benefit arrangement (check all that apply)

- **(1)** [ ] Insurance
- **(2)** [ ] Code section 412(e)(3) insurance contracts
- **(3)** [X] Trust
- **(4)** [ ] General assets of the sponsor

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

a Pension Schedules

- **(1)** [X] **R** (Retirement Plan Information)
- **(2)** [ ] **MB** (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary
- **(3)** [ ] **SB** (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary
- **(4)** [ ] **DCG** (Individual Plan Information) – Number Attached _____
- **(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)** [X] **C** (Service Provider Information)
- **(5)** [X] **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 C (Form 5500)	Service Provider Information	OMB No. 1210-0110
Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ **File as an attachment to Form 5500.**	**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
NAVEX GLOBAL 401(K) PLAN

B Three-digit plan number (PN) ▶ 001

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

D Employer Identification Number (EIN)
03-0513136

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).. . . . . [X] Yes [ ] No

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

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

FIDELITY INVESTMENTS INSTITUTIONAL

04-2647786

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

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

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

FIDELITY INVESTMENTS INSTITUTIONAL

04-2647786

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
37 60 64 65	RECORDKEEPER	185414	Yes [X] No [ ]	Yes [X] No [ ]	0	Yes [X] No [ ]

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

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

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

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

Part I Service Provider Information (continued)

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

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation
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.
ABF SM CAP VAL R5 - SS&C GIDS, INC 2000 CROWN COLONY DRIVE QUINCY, MA 02169	0.04%

(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 EQUITY INC INST - PRINCIPAL SH 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

(d) Enter name and EIN (address) of source of indirect compensation	**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.

Part II Service Providers Who Fail or Refuse to Provide Information

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

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

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

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(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)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

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

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
NAVEX GLOBAL 401(K) PLAN

B Three-digit plan number (PN) ▶ 001

C Plan or DFE sponsor's name as shown on line 2a of Form 5500
NAVEX GLOBAL, INC.

D Employer Identification Number (EIN)
03-0513136

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)

a Name of MTIA, CCT, PSA, or 103-12 IE: FID FRDM INX 2030 B

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

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)
20-4659714-080	C	4862292

a Name of MTIA, CCT, PSA, or 103-12 IE: FID FRDM INX 2040 B

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

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)
20-4659714-082	C	11219855

a Name of MTIA, CCT, PSA, or 103-12 IE: PGIM TOT RET BOND LP

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

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)
38-4097323-471	C	216749

a Name of MTIA, CCT, PSA, or 103-12 IE: FID FRDM INX 2050 B

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

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)
20-4659714-084	C	14245246

a Name of MTIA, CCT, PSA, or 103-12 IE: FID FRDM INX 2055 B

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

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)
20-4659714-112	C	13558240

a Name of MTIA, CCT, PSA, or 103-12 IE: FID FRDM INX 2015 B

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

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)
20-4659714-077	C	70964

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

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

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)
20-4659714-146	C	5768756

a Name of MTIA, CCT, PSA, or 103-12 IE: FID FRDM INX 2035 B

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

c EIN-PN 20-4659714-081	**d** Entity code C	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 11302037

a Name of MTIA, CCT, PSA, or 103-12 IE: FID FRDM INX 2045 B

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

c EIN-PN 20-4659714-083	**d** Entity code C	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 13035233

a Name of MTIA, CCT, PSA, or 103-12 IE: FID FRDM INX 2065 B

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

c EIN-PN 20-4659714-169	**d** Entity code C	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 1273944

a Name of MTIA, CCT, PSA, or 103-12 IE: JH DSCPL VAL MDCP B5

b Name of sponsor of entity listed in (a): JOHN HANCOCK TRUST COMPANY

c EIN-PN 85-6153745-038	**d** Entity code C	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 1777766

a Name of MTIA, CCT, PSA, or 103-12 IE: FID FRDM INX 2025 B

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

c EIN-PN 20-4659714-079	**d** Entity code C	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 3541576

a Name of MTIA, CCT, PSA, or 103-12 IE: FID FRDM INX RET B

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

c EIN-PN 20-4659714-074	**d** Entity code C	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 17616

a Name of MTIA, CCT, PSA, or 103-12 IE: PIF EQUITY INC A-1

b Name of sponsor of entity listed in (a): PRINCIPAL GLOBAL INVESTORS TRUST CO

c EIN-PN 85-0572066-001	**d** Entity code C	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 971194

a Name of MTIA, CCT, PSA, or 103-12 IE: FID FRDM INX 2020 B

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

c EIN-PN 20-4659714-078	**d** Entity code C	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 836269

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

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

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

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

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

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

Part II **Information on Participating Plans (to be completed by DFEs, other than DCGs)**
(Complete as many entries as needed to report all participating plans. DCGs must report each participating plan using Schedule DCG.)

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

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a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

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
NAVEX GLOBAL 401(K) PLAN

B Three-digit plan number (PN) ▶ 001

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

D Employer Identification Number (EIN)
03-0513136

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)	0	0
(3) Other	1b(3)	0	0
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)	1623000	552409
(2) U.S. Government securities	1c(2)	0	0
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)	0	0
(B) All other	1c(3)(B)	0	0
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)	0	0
(B) Common	1c(4)(B)	0	0
(5) Partnership/joint venture interests	1c(5)	0	0
(6) Real estate (other than employer real property)	1c(6)	0	0
(7) Loans (other than to participants)	1c(7)	0	0
(8) Participant loans	1c(8)	1112094	1165975
(9) Value of interest in common/collective trusts	1c(9)	63603142	82697737
(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)	28481600	30848720
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)	0	0
(15) Other	1c(15)	0	0

		(a) Beginning of Year	(b) End of Year
1d Employer-related investments:			
(1) Employer securities	1d(1)	0	0
(2) Employer real property	1d(2)	0	0
1e Buildings and other property used in plan operation	1e	0	0
1f Total assets (add all amounts in lines 1a through 1e)	1f	94819836	115264841
Liabilities			
1g Benefit claims payable	1g	0	0
1h Operating payables	1h	0	0
1i Acquisition indebtedness	1i	0	0
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	94819836	115264841

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)	2386612	
(B) Participants	2a(1)(B)	8434548	
(C) Others (including rollovers)	2a(1)(C)	1362499	
(2) Noncash contributions	2a(2)	0	
(3) Total contributions. Add lines **2a(1)(A), (B), (C),** and line **2a(2)**	2a(3)		12183659
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)	42361	
(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)	89149	
(F) Other	2b(1)(F)	0	
(G) Total interest. Add lines **2b(1)(A)** through **(F)**	2b(1)(G)		131510
(2) Dividends: **(A)** Preferred stock	2b(2)(A)	0	
(B) Common stock	2b(2)(B)	0	
(C) Registered investment company shares (e.g. mutual funds)	2b(2)(C)	1230867	
(D) Total dividends. Add lines **2b(2)(A)**, **(B)**, and **(C)**	2b(2)(D)		1230867
(3) Rents	2b(3)		0
(4) Net gain (loss) on sale of assets: **(A)** Aggregate proceeds	2b(4)(A)	0	
(B) Aggregate carrying amount (see instructions)	2b(4)(B)	0	
(C) Subtract line **2b(4)(B)** from line **2b(4)(A)** and enter result	2b(4)(C)		0
(5) Unrealized appreciation (depreciation) of assets: **(A)** Real estate	2b(5)(A)	0	
(B) Other	2b(5)(B)	0	
(C) Total unrealized appreciation of assets. Add lines **2b(5)(A)** and **(B)**	2b(5)(C)		0

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts	2b(6)		13244040
(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)		3687229
c Other income	2c		0
d Total income. Add all **income** amounts in column (b) and enter total	2d		30477305
Expenses			
e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	9840134	
(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)		9840134
f Corrective distributions (see instructions)	2f		1761
g Certain deemed distributions of participant loans (see instructions)	2g		0
h Interest expense	2h		0
i Administrative expenses:			
(1) Salaries and allowances	2i(1)	0	
(2) Contract administrator fees	2i(2)	0	
(3) Recordkeeping fees	2i(3)	185414	
(4) IQPA audit fees	2i(4)	0	
(5) Investment advisory and investment management fees	2i(5)	4991	
(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)		190405
j Total expenses. Add all **expense** amounts in column (b) and enter total	2j		10032300
Net Income and Reconciliation			
k Net income (loss). Subtract line **2j** from line **2d**	2k		20445005
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) [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: KBF CPAS - AUDIT, LLP **(2)** EIN: 33-2366711

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		197
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		2000000
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**		X	

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

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

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

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

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

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

SCHEDULE R (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Retirement Plan Information

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

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

OMB No. 1210-0110

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
NAVEX GLOBAL 401(K) PLAN

B Three-digit plan number (PN) ▶ 001

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

D Employer Identification Number (EIN)
03-0513136

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: ☐ 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 06 / 30 / 2020 (MM/DD/YYYY) and the Opinion Letter serial number Q702438A .

CERTIFIED PUBLIC ACCOUNTANTS – AUDIT, LLP

NAVEX GLOBAL 401(K) PLAN

Financial Statements and Supplemental Schedules
December 31, 2025 and 2024

With Independent Auditor's Report

NAVEX GLOBAL 401(K) PLAN
FINANCIAL STATEMENTS AND SUPPLEMENTAL SCHEDULES
DECEMBER 31, 2025 AND 2024

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CERTIFIED PUBLIC ACCOUNTANTS – AUDIT, LLP

Independent Auditor's Report

To the Plan Administrator and Participants
NAVEX Global 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 NAVEX Global 401(k) Plan, an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) (ERISA Section 103(a)(3)(C) audit). The financial statements comprise the statements of net assets available for benefits as of December 31, 2025 and 2024, and the related statements of changes in net assets available for benefits for the years then ended, and the related notes to the financial statements.

Management, having determined it is permissible in the circumstances, has elected to have the audits of NAVEX Global 401(k) Plan's financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. As permitted by ERISA Section 103(a)(3)(C), our audits need not extend to any statements or information related to assets held for investment of the plan (investment information) by a bank or similar institution or insurance carrier that is regulated, supervised, and subject to periodic examination by a state or federal agency, provided that the statements or information regarding assets so held are prepared and certified to by the bank or similar institution or insurance carrier in accordance with 29 CFR 2520.103-5 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA (qualified institution).

Management has obtained certifications from a qualified institution as of December 31, 2025 and 2024, and for the years then ended, stating that the certified investment information, as described in Note 6 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 accompanying financial statements, 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 accompanying 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 NAVEX Global 401(k) Plan and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our ERISA Section 103(a)(3)(C) audit opinion.

Responsibilities of Management for the Financial Statements

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

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about NAVEX Global 401(k) Plan's ability to continue as a going concern for one year after the date that the financial statements are 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 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 NAVEX Global 401(k) Plan's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about NAVEX Global 401(k) Plan's ability to continue as a going concern for a reasonable period of time.

Our audits did not extend to the certified investment information, except for obtaining and reading the 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.

Other Matter — Supplemental Schedules Required by ERISA

The supplemental schedule of assets (held at end of year) as of December 31, 2025 and schedule of delinquent participant contributions are presented for purposes of additional analysis and are not a required part of the financial statements but are supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedules, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audits of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS. For information included in the supplemental schedules that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

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

In our opinion

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

- the information in the supplemental schedules related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

KBF CPAs – Audit, LLP
Lake Oswego, Oregon

October 9, 2026

NAVEX GLOBAL 401(K) PLAN
STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS
AS OF DECEMBER 31, 2025 AND 2024

	2025	2024
Assets:		
Investments, at fair value:		
Money market fund	$ 552,409	$ 1,623,000
Mutual funds	30,848,720	28,481,600
Collective trust funds	82,697,737	63,603,142
Total investments, at fair value	114,098,866	93,707,742
Receivables:		
Corrective contributions	12,446	-
Employer contributions	197,513	182,628
Notes receivable from participants	1,165,975	1,112,094
Total receivables	1,375,934	1,294,722
Net assets available for benefits	$ 115,474,800	$ 95,002,464

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

NAVEX GLOBAL 401(K) PLAN
STATEMENTS OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS
FOR THE YEARS ENDED DECEMBER 31, 2025 AND 2024

	2025	2024
Additions:		
Investment income:		
Interest and dividend income	$ 1,273,228	$ 884,267
Net appreciation in fair value of investments	16,932,205	11,239,573
Total investment income	18,205,433	12,123,840
Interest income on notes receivable from participants	89,149	77,175
Contributions:		
Participant contributions	8,434,745	8,097,673
Employer contributions	2,412,810	2,287,961
Participant rollover contributions	1,362,499	425,389
Total contributions	12,210,054	10,811,023
Total additions	30,504,636	23,012,038
Deductions:		
Benefits paid to participants	9,841,895	8,964,805
Administrative expenses	190,405	160,580
Total deductions	10,032,300	9,125,385
Net increase in net assets available for benefits	20,472,336	13,886,653
Net assets available for benefits:		
Beginning of year	95,002,464	81,115,811
End of year	$ 115,474,800	$ 95,002,464

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

NAVEX GLOBAL 401(K) PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2025 AND 2024

1. Plan Description

The following description of the NAVEX Global 401(k) Plan (the "Plan") provides only general information. Participants should refer to the Plan document for a more complete description of the Plan's provisions.

a. General

The Plan is a defined contribution savings and profit sharing plan established on January 1, 2003 by NAVEX Global, Inc. ("NAVEX" or the "Company") under the provisions of Section 401(a) of the Internal Revenue Code ("IRC"), which includes a qualified cash or deferred arrangement as described in Section 401(k) of the IRC, for the benefit of eligible employees of the Company. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 ("ERISA"), as amended.

b. Eligibility

Employees of the Company, excluding residents of Puerto Rico, union employees unless their collective bargaining agreement provides for participation in the Plan, leased employees and nonresident aliens, are eligible to participate in the Plan upon the completion of one month of service and reaching the age of 18. Participants enter the Plan on the first day of the month following the date on which the eligibility requirements are met.

c. Participant Contributions

Participants may elect to make pre-tax or Roth deferrals up to 95% of their eligible compensation, limited by the requirements of the IRC. Upon reaching the age of 50, eligible employees may make additional catch-up contributions as allowed by the IRC. In 2025, the Plan was amended to allow participants aged 60-63 years old to make an enhanced catch-up contribution, as allowed by the IRC. Upon the initial satisfaction of the eligibility requirements, employees are automatically enrolled with a 3% deferral percentage unless they affirmatively elect otherwise. Additionally, participants may roll over amounts representing distributions from other qualified defined benefit or defined contribution plans into the Plan.

d. Employer Contributions

The Company, at its discretion, may make matching contributions to the Plan. During 2025 and 2024, matching contributions were 50% of the first 6% of eligible compensation. Additionally, the Company may also make discretionary nonelective contributions for eligible employees. There were no discretionary nonelective contributions made for the years ended December 31, 2025 and 2024.

e. Participant Accounts

Participants are able to direct their account balances into a variety of investments offered by the Plan. Individual accounts are maintained for each of the Plan's participants to reflect the participant's contributions, the Company's contributions, and an allocation of the Plan's earnings and expenses. The benefit to which a participant is currently entitled is the benefit that can be provided from the participant's vested account.

f. Vesting

Participants shall always be 100% vested in their elective deferrals and rollover contributions. Participants vest in their discretionary matching and discretionary nonelective contributions at a rate of 33% per year

until they have completed 3 years of vesting service at which time they become 100% vested. Participants who were in the Plan prior to January 1, 2013 vest in their discretionary matching and discretionary nonelective contributions based on the Company they were previously employed as prescribed in the respective Plan documents.

g. Notes Receivable From Participants

Participants may borrow the lesser of $50,000 or 50% of their vested account balance, subject to a $1,000 minimum and certain other restrictions. Participant loans are secured by the vested account balance of the participant. Loans are repayable through payroll deductions over periods ranging up to five years, unless the loan is used to acquire a principal residence, in which case the loan term may be extended to fifteen years. The interest rate on participant loans is determined by the Plan Administrator based on the prevailing interest rates charged by persons in the business of lending money for loans. The interest rate on outstanding loans at December 31, 2025 ranged from 4.25% to 9.50% with maturity dates through 2037.

h. Payment of Benefits

Upon reaching retirement age, termination of service, disability or death, a participant may elect to receive either a lump-sum amount equal to the value of the participant's vested interest in his or her account, or an annuity. However, account balances less than $1,000 may be distributed in a single lump-sum cash payment to the participant or beneficiary at the election of the trustee. Account balances greater than $1,000 but less than $5,000 may be distributed to an individual retirement account at the discretion of the trustee. Participants may withdraw rollover contributions at anytime. In 2025, the Plan was amended to increase the disbursement limit from $5,000 to $7,000.

i. Hardship Withdrawals

Upon certain conditions, participants, while still employed by the Company, are permitted to withdraw, in a single sum, a portion of their employee deferrals and rollover contributions as a result of an immediate and heavy financial need subject to a $500 minimum. These conditions include unreimbursed medical expenses, the purchase of the participant's principal residence, the payment of postsecondary education tuition, the payment of burial or funeral costs of immediate family members, the payment of expenses for the repair of damage to the participant's principal residence that would qualify as a casualty loss deduction under the IRC, the payment of natural disaster clean-up on the participant's principal residence or to prevent eviction or foreclosure from the participant's principal residence.

2. Summary of Significant Accounting Policies

a. Basis of Accounting

The accompanying financial statements have been prepared on the accrual basis of accounting in accordance with accounting principles generally accepted in the United States of America ("GAAP").

b. Use of Estimates

The preparation of the financial statements in conformity with GAAP requires management of the Plan to make estimates and assumptions that affect the reported amounts of assets and liabilities and changes therein, and disclosure of contingent assets and liabilities. Actual results could differ from those estimates.

c. Investment Valuation and Income Recognition

Investments are reported at fair value. The Plan follows the fair value measurement and disclosure requirements of Accounting Standards Codification ("ASC") 820, *Fair Value Measurement*, which defines fair value as the exchange price that would be received for the asset or paid to transfer a liability in an orderly transaction between market participants. See Note 4 for the discussion of fair value measurements.

Net appreciation in fair value of investments consists of the net change in unrealized gains or losses during the year and the realized gain or loss on investments sold during the year. Purchases and sales of securities are recorded on a trade-date basis. Interest income is recorded on the accrual basis, and dividends are recorded on the ex-dividend date.

d. Contribution Receivables

Contribution receivables are contributions earned during the year but not received until the subsequent period due to the timing of the deposit and can be from either the Company or the participants. Contribution receivables are recorded at cost and due to its nature, the Plan does not establish an allowance for credit losses for contribution receivables.

e. Notes Receivables from Participants

Notes receivable from participants are recorded at their unpaid principal balance plus any accrued but unpaid interest. The Plan does not establish an allowance for credit losses on note receivables since the receivables are fully secured by the participants' contributions to the Plan. Delinquent notes receivable from participants may be treated as a distribution based on the terms of the Plan document.

f. Payment of Benefits

Benefits are recorded when paid.

g. Administrative Expenses

Substantially all administrative expenses are paid by the Company. Investment related expenses not paid by the Company are deducted from investment earnings before allocation to participant accounts. Loan administrative fees are charged to the borrower. For the years ended December 31, 2025 and 2024, direct expenses paid by the Plan were approximately $190,000 and $161,000 respectively.

h. Forfeitures

Forfeitures may be used to reduce future Company contributions or to pay administrative expenses of the Plan. At December 31, 2025 and 2024, forfeitures totaling approximately $17,000 and $39, respectively, were available to reduce future employer contributions or to pay Plan expenses. During 2025 and 2024, forfeitures of approximately $201,000 and $228,000, respectively, were used to reduce employer contributions.

3. Investments

Plan assets are held by Fidelity Management Trust Company ("Fidelity"). Participants can direct their accounts among various mutual funds, collective trust funds and a money market fund offered by Fidelity.

4. Fair Value Measurements

ASC 820 establishes a framework for fair value measurements, which 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 measurements) and the lowest priority to unobservable inputs (Level 3 measurements). The three levels of the fair value hierarchy under ASC 820 are described below:

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

Level 2 – Inputs to the valuation methodology include:

- Quoted prices for similar assets or liabilities in active markets;
- Quoted prices for identical or similar assets or liabilities in inactive markets;
- Inputs other than quoted prices that are observable for the asset or liability;
- 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's 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 used need to maximize the use of observable inputs and minimize the use of unobservable inputs.

Following is a description of the valuation methodologies used for the Plan's investment assets measured at fair value. There have been no changes in the methodologies used at December 31, 2025 and 2024.

Mutual funds and money market fund: The Plan's investment in mutual funds and the money market fund is valued based on quoted market prices.

Collective trust funds: The Plan's interests in the collective trust funds are based on the net asset value ("NAV") practical expedient of the collective trust fund's underlying investments as based on information reported by the investment advisor using the audited financial statements or daily reported NAV of the collective trust funds at year-end. Participant transactions can occur daily.

The following table sets forth by level within the fair value hierarchy, the Plan's investment assets at fair value as of December 31, 2025:

	Investments at Fair Value			
	Level 1	**Level 2**	**Level 3**	**Total**
Money market fund	$ 552,409	$ -	$ -	$ 552,409
Mutual funds	30,848,720	-	-	30,848,720
Total	$ 31,401,129	$ -	$ -	$ 31,401,129
Investments at NAV:				
Common collective trusts				82,697,737
Total investments				$ 114,098,866

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

	Investments at Fair Value			
	Level 1	Level 2	Level 3	Total
Money market fund	$ 1,623,000	$ -	$ -	$ 1,623,000
Mutual funds	28,481,600	-	-	28,481,600
Total	$ 30,104,600	$ -	$ -	$ 30,104,600
Investments at NAV:				
Common collective trusts				63,603,142
Total investments				$ 93,707,742

The following table provides information regarding redemption of investments where NAV has been used to measure fair value at December 31:

	Fair Value 2025	Fair Value 2024	Redemption Frequency	Redemption Notice Period
Common collective trusts	$ 82,697,737	$ 63,603,142	Daily	1-2 days

There were no unfunded commitments at December 31, 2025 and 2024.

5. Risks and Uncertainties

The Plan assets are invested in a variety of investments. Investment securities, in general, are exposed to various risks, such as interest rate, credit, foreign currency and overall market volatility risks. Due to the level of risk associated with certain investment securities, it is reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect the amounts reported in the statements of net assets available for benefits, and therefore participant account balances.

6. Information Certified by the Trustee

The Plan Administrator has elected the method of annual reporting compliance permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. The following information included in the financial statements and supplemental schedule was provided and certified by the trustee, Fidelity Management Trust Company, as of and for the years ended December 31, 2025 and 2024 as complete and accurate:

- Investments, at fair value
- Notes receivable from participants
- Investment income
- Interest income on notes receivable from participants
- Schedule of assets (held at end of year)

7. Corrective Employee Contributions Receivable

In February 2026, the Company noted that certain participants were erroneously assigned an end date to their elected deferral rates which led to the participants not having contributions from September 2025 to January 2026. To correct the error, the Company made a qualified nonelective contribution ("QNEC") equal to 25% of the missed deferral opportunity and 100% of the missed matching contribution amounting to $3,601 and $7,712, respectively, in April 2026. Additional QNEC contributions for the earnings amounting to $918 were made in May 2026.

In September 2026, the Company noted that contributions for a certain participant were not deposited into their account due to a recordkeeper integration error wherein the participant in 2025 was assigned two accounts. The late remittance was made within the same month, amounting to $197. A deposit for the missed earnings was also made amounting to $17.

8. Related-Party Transactions

Certain Plan investment funds are managed by Fidelity Investments and Fidelity Institutional Asset Management, affiliates of Fidelity Management Trust Company. Fidelity Management Trust Company is the trustee as defined by the Plan. Certain investment fees are paid to the trustee and are reflected in the investment income or loss for the year. The Plan also issues loans to participants that are secured by the vested balance in the participants' accounts. As such, these transactions qualify as party-in-interest transactions, which are exempt from the prohibited transactions rules.

The Plan sponsor, NAVEX Global, Inc. is a party-in-interest to the Plan; however, there were no transactions with the Plan sponsor other than the funding of contributions to the Plan and payment of certain administrative expenses of the Plan, which are exempt transactions.

9. Income Tax Status

Effective October 4, 2021, the Plan was restated utilizing a Fidelity Basic Plan Document. Fidelity received an advisory letter from the Internal Revenue Service ("IRS") on June 30, 2020 in which the IRS stated that the Plan, as then designed, was in compliance with the applicable requirements of the IRC. The Plan has been amended since the date of the advisory letter. However, management believes 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 is tax exempt as of and for the years ended December 31, 2025 and 2024.

Assuming it meets certain initial and ongoing requirements, the Plan is generally exempt from federal and state income taxes. However, GAAP requires Plan management to evaluate tax positions taken by the Plan and recognize a tax liability (or asset) if the Plan has taken an uncertain position that more likely than not would not be sustained upon examination by the IRS. The Plan Administrator has analyzed the tax positions taken by the Plan, and has concluded that as of December 31, 2025, there are no uncertain positions taken or expected to be taken that would require recognition of a liability (or asset) or disclosure in the financial statements. The Plan is subject to routine audits by taxing jurisdictions.

10. 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 a

Plan termination, participants will become fully vested in their accounts.

11. Reconciliation of the Financial Statements to the Form 5500

The following is a reconciliation of net assets available for benefits per the financial statements to the Plan's Form 5500 as of December 31:

	2025	2024
Net assets available for benefits reported on the financial statements	$ 115,474,800	$ 95,002,464
Corrective contributions receivable	(12,446)	-
Employer contributions receivable	(197,513)	(182,628)
Net assets available for benefits reported on the Form 5500	$ 115,264,841	$ 94,819,836

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

	2025	2024
Net change in net assets available for benefits reported on the financial statements	$ 20,472,336	$ 13,886,653
Change in corrective contributions receivable	(12,446)	-
Change in employer contributions receivable	(14,885)	6,929
Net change in net assets available for benefits reported on the Form 5500	$ 20,445,005	$ 13,893,582

12. Subsequent Events

Management has evaluated the potential recognition and disclosures in the financial statements of subsequent events that have occurred through October 9, 2026, which is the date the financial statements were available to be issued.

NAVEX GLOBAL 401(K) PLAN
SCHEDULE H, LINE 4i – SCHEDULE OF ASSETS (HELD AT END OF YEAR)
AS OF DECEMBER 31, 2025

Plan #: 001
EIN #: 03-0513136

(a)	(b) Identity of issuer, borrower, lessor, or similar party	(c) Description of investment, including maturity date, interest rate, collateral, par, or maturity value	(d) Cost	(e) Current value
		Money market fund:		
*	Fidelity Investments	Government Money Market Fund	**	$ 552,409
		Mutual funds:		
	PIMCO	Income Fund Institutional Class	**	1,285,891
	PIMCO	All Asset Fund Institutional Class	**	35,254
	American Funds	EuroPacific Growth Fund Class R6	**	900,622
	American Funds	New World Fund Class R6	**	160,827
	Janus Henderson	Triton Fund Class N	**	1,238,406
	MassMutual	Mid Cap Growth Fund Class I	**	717,916
	American Beacon	Small Cap Value fund Class R6	**	288,374
*	Fidelity Investments	U.S. Bond Index Fund	**	758,586
*	Fidelity Investments	500 Index Fund	**	15,072,787
*	Fidelity Investments	Mid Cap Index Fund	**	708,829
*	Fidelity Investments	Small Cap Index Fund	**	809,609
*	Fidelity Investments	International Index Fund	**	2,096,734
*	Fidelity Investments	Contrafund Class K	**	6,577,519
*	Fidelity Investments	Short-term Bond Index Fund	**	197,366
		Total mutual funds		30,848,720
		Collective trust funds:		
	PGIM	Total Return Bond Class R6	**	216,749
	Principal Global Investors	Equity Income Fund Tier A-I	**	971,194
	John Hancock	Disciplined Value Mid Cap Trust Class B5	**	1,777,766
*	Fidelity Investments	Freedom Index Retirement Commingled Pool Class B	**	17,616
*	Fidelity Investments	Freedom Index 2015 Commingled Pool Class B	**	70,964
*	Fidelity Investments	Freedom Index 2020 Commingled Pool Class B	**	836,269
*	Fidelity Investments	Freedom Index 2025 Commingled Pool Class B	**	3,541,576
*	Fidelity Investments	Freedom Index 2030 Commingled Pool Class B	**	4,862,292
*	Fidelity Investments	Freedom Index 2035 Commingled Pool Class B	**	11,302,037
*	Fidelity Investments	Freedom Index 2040 Commingled Pool Class B	**	11,219,855
*	Fidelity Investments	Freedom Index 2045 Commingled Pool Class B	**	13,035,233
*	Fidelity Investments	Freedom Index 2050 Commingled Pool Class B	**	14,245,246
*	Fidelity Investments	Freedom Index 2055 Commingled Pool Class B	**	13,558,240
*	Fidelity Investments	Freedom Index 2060 Commingled Pool Class B	**	5,768,756
*	Fidelity Investments	Freedom Index 2065 Commingled Pool Class B	**	1,273,944
		Total collective trust funds		82,697,737
		Notes receivable from participants:		
*	Participants	Participant loans (interest rates at 4.25% to 9.50% maturing through 2037)	-	1,165,975
				$ 115,264,841

* Represents a party-in-interest at December 31, 2025.
** As all investments are participant-directed, cost information has been omitted.

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

NAVEX GLOBAL 401(K) PLAN
SCHEDULE H, LINE 4a - SCHEDULE OF DELINQUENT PARTICIPANT CONTRIBUTIONS
FOR THE YEAR ENDED DECEMBER 31, 2025

Plan #: 001
EIN: 03-0513136

Participant Contributions Transferred Late to Plan	Total that Constitute Non-exempt Prohibited Transactions			Total Fully Corrected Under Voluntary Fiduciary Correction Program (VFCP) and Prohibited Transaction Exemption 2002-51
Check here if Late Participant Loan Repayments are included: ___	Contributions Not Corrected	Contributions Corrected Outside VFCP	Contributions Pending Correction in VFCP	
$ 197	$ 197	$ -	$ -	$ -

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

CERTIFIED PUBLIC ACCOUNTANTS – AUDIT, LLP

NAVEX GLOBAL 401(K) PLAN

Financial Statements and Supplemental Schedules
December 31, 2025 and 2024

With Independent Auditor's Report

NAVEX GLOBAL 401(K) PLAN
FINANCIAL STATEMENTS AND SUPPLEMENTAL SCHEDULES
DECEMBER 31, 2025 AND 2024

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CERTIFIED PUBLIC ACCOUNTANTS – AUDIT, LLP

Independent Auditor's Report

To the Plan Administrator and Participants
NAVEX Global 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 NAVEX Global 401(k) Plan, an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) (ERISA Section 103(a)(3)(C) audit). The financial statements comprise the statements of net assets available for benefits as of December 31, 2025 and 2024, and the related statements of changes in net assets available for benefits for the years then ended, and the related notes to the financial statements.

Management, having determined it is permissible in the circumstances, has elected to have the audits of NAVEX Global 401(k) Plan's financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. As permitted by ERISA Section 103(a)(3)(C), our audits need not extend to any statements or information related to assets held for investment of the plan (investment information) by a bank or similar institution or insurance carrier that is regulated, supervised, and subject to periodic examination by a state or federal agency, provided that the statements or information regarding assets so held are prepared and certified to by the bank or similar institution or insurance carrier in accordance with 29 CFR 2520.103-5 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA (qualified institution).

Management has obtained certifications from a qualified institution as of December 31, 2025 and 2024, and for the years then ended, stating that the certified investment information, as described in Note 6 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 accompanying financial statements, 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 accompanying 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 NAVEX Global 401(k) Plan and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our ERISA Section 103(a)(3)(C) audit opinion.

Responsibilities of Management for the Financial Statements

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

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about NAVEX Global 401(k) Plan's ability to continue as a going concern for one year after the date that the financial statements are 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 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 NAVEX Global 401(k) Plan's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about NAVEX Global 401(k) Plan's ability to continue as a going concern for a reasonable period of time.

Our audits did not extend to the certified investment information, except for obtaining and reading the 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.

Other Matter — Supplemental Schedules Required by ERISA

The supplemental schedule of assets (held at end of year) as of December 31, 2025 and schedule of delinquent participant contributions are presented for purposes of additional analysis and are not a required part of the financial statements but are supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedules, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audits of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS. For information included in the supplemental schedules that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

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

In our opinion

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

- the information in the supplemental schedules related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

KBF CPAs – Audit, LLP
Lake Oswego, Oregon

October 9, 2026

NAVEX GLOBAL 401(K) PLAN
STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS
AS OF DECEMBER 31, 2025 AND 2024

	2025	2024
Assets:		
Investments, at fair value:		
Money market fund	$ 552,409	$ 1,623,000
Mutual funds	30,848,720	28,481,600
Collective trust funds	82,697,737	63,603,142
Total investments, at fair value	114,098,866	93,707,742
Receivables:		
Corrective contributions	12,446	-
Employer contributions	197,513	182,628
Notes receivable from participants	1,165,975	1,112,094
Total receivables	1,375,934	1,294,722
Net assets available for benefits	$ 115,474,800	$ 95,002,464

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

NAVEX GLOBAL 401(K) PLAN
STATEMENTS OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS
FOR THE YEARS ENDED DECEMBER 31, 2025 AND 2024

	2025	2024
Additions:		
Investment income:		
Interest and dividend income	$ 1,273,228	$ 884,267
Net appreciation in fair value of investments	16,932,205	11,239,573
Total investment income	18,205,433	12,123,840
Interest income on notes receivable from participants	89,149	77,175
Contributions:		
Participant contributions	8,434,745	8,097,673
Employer contributions	2,412,810	2,287,961
Participant rollover contributions	1,362,499	425,389
Total contributions	12,210,054	10,811,023
Total additions	30,504,636	23,012,038
Deductions:		
Benefits paid to participants	9,841,895	8,964,805
Administrative expenses	190,405	160,580
Total deductions	10,032,300	9,125,385
Net increase in net assets available for benefits	20,472,336	13,886,653
Net assets available for benefits:		
Beginning of year	95,002,464	81,115,811
End of year	$ 115,474,800	$ 95,002,464

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

NAVEX GLOBAL 401(K) PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2025 AND 2024

1. Plan Description

The following description of the NAVEX Global 401(k) Plan (the "Plan") provides only general information. Participants should refer to the Plan document for a more complete description of the Plan's provisions.

a. General

The Plan is a defined contribution savings and profit sharing plan established on January 1, 2003 by NAVEX Global, Inc. ("NAVEX" or the "Company") under the provisions of Section 401(a) of the Internal Revenue Code ("IRC"), which includes a qualified cash or deferred arrangement as described in Section 401(k) of the IRC, for the benefit of eligible employees of the Company. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 ("ERISA"), as amended.

b. Eligibility

Employees of the Company, excluding residents of Puerto Rico, union employees unless their collective bargaining agreement provides for participation in the Plan, leased employees and nonresident aliens, are eligible to participate in the Plan upon the completion of one month of service and reaching the age of 18. Participants enter the Plan on the first day of the month following the date on which the eligibility requirements are met.

c. Participant Contributions

Participants may elect to make pre-tax or Roth deferrals up to 95% of their eligible compensation, limited by the requirements of the IRC. Upon reaching the age of 50, eligible employees may make additional catch-up contributions as allowed by the IRC. In 2025, the Plan was amended to allow participants aged 60-63 years old to make an enhanced catch-up contribution, as allowed by the IRC. Upon the initial satisfaction of the eligibility requirements, employees are automatically enrolled with a 3% deferral percentage unless they affirmatively elect otherwise. Additionally, participants may roll over amounts representing distributions from other qualified defined benefit or defined contribution plans into the Plan.

d. Employer Contributions

The Company, at its discretion, may make matching contributions to the Plan. During 2025 and 2024, matching contributions were 50% of the first 6% of eligible compensation. Additionally, the Company may also make discretionary nonelective contributions for eligible employees. There were no discretionary nonelective contributions made for the years ended December 31, 2025 and 2024.

e. Participant Accounts

Participants are able to direct their account balances into a variety of investments offered by the Plan. Individual accounts are maintained for each of the Plan's participants to reflect the participant's contributions, the Company's contributions, and an allocation of the Plan's earnings and expenses. The benefit to which a participant is currently entitled is the benefit that can be provided from the participant's vested account.

f. Vesting

Participants shall always be 100% vested in their elective deferrals and rollover contributions. Participants vest in their discretionary matching and discretionary nonelective contributions at a rate of 33% per year

until they have completed 3 years of vesting service at which time they become 100% vested. Participants who were in the Plan prior to January 1, 2013 vest in their discretionary matching and discretionary nonelective contributions based on the Company they were previously employed as prescribed in the respective Plan documents.

g. Notes Receivable From Participants

Participants may borrow the lesser of $50,000 or 50% of their vested account balance, subject to a $1,000 minimum and certain other restrictions. Participant loans are secured by the vested account balance of the participant. Loans are repayable through payroll deductions over periods ranging up to five years, unless the loan is used to acquire a principal residence, in which case the loan term may be extended to fifteen years. The interest rate on participant loans is determined by the Plan Administrator based on the prevailing interest rates charged by persons in the business of lending money for loans. The interest rate on outstanding loans at December 31, 2025 ranged from 4.25% to 9.50% with maturity dates through 2037.

h. Payment of Benefits

Upon reaching retirement age, termination of service, disability or death, a participant may elect to receive either a lump-sum amount equal to the value of the participant's vested interest in his or her account, or an annuity. However, account balances less than $1,000 may be distributed in a single lump-sum cash payment to the participant or beneficiary at the election of the trustee. Account balances greater than $1,000 but less than $5,000 may be distributed to an individual retirement account at the discretion of the trustee. Participants may withdraw rollover contributions at anytime. In 2025, the Plan was amended to increase the disbursement limit from $5,000 to $7,000.

i. Hardship Withdrawals

Upon certain conditions, participants, while still employed by the Company, are permitted to withdraw, in a single sum, a portion of their employee deferrals and rollover contributions as a result of an immediate and heavy financial need subject to a $500 minimum. These conditions include unreimbursed medical expenses, the purchase of the participant's principal residence, the payment of postsecondary education tuition, the payment of burial or funeral costs of immediate family members, the payment of expenses for the repair of damage to the participant's principal residence that would qualify as a casualty loss deduction under the IRC, the payment of natural disaster clean-up on the participant's principal residence or to prevent eviction or foreclosure from the participant's principal residence.

2. Summary of Significant Accounting Policies

a. Basis of Accounting

The accompanying financial statements have been prepared on the accrual basis of accounting in accordance with accounting principles generally accepted in the United States of America ("GAAP").

b. Use of Estimates

The preparation of the financial statements in conformity with GAAP requires management of the Plan to make estimates and assumptions that affect the reported amounts of assets and liabilities and changes therein, and disclosure of contingent assets and liabilities. Actual results could differ from those estimates.

c. Investment Valuation and Income Recognition

Investments are reported at fair value. The Plan follows the fair value measurement and disclosure requirements of Accounting Standards Codification ("ASC") 820, *Fair Value Measurement*, which defines fair value as the exchange price that would be received for the asset or paid to transfer a liability in an orderly transaction between market participants. See Note 4 for the discussion of fair value measurements.

Net appreciation in fair value of investments consists of the net change in unrealized gains or losses during the year and the realized gain or loss on investments sold during the year. Purchases and sales of securities are recorded on a trade-date basis. Interest income is recorded on the accrual basis, and dividends are recorded on the ex-dividend date.

d. Contribution Receivables

Contribution receivables are contributions earned during the year but not received until the subsequent period due to the timing of the deposit and can be from either the Company or the participants. Contribution receivables are recorded at cost and due to its nature, the Plan does not establish an allowance for credit losses for contribution receivables.

e. Notes Receivables from Participants

Notes receivable from participants are recorded at their unpaid principal balance plus any accrued but unpaid interest. The Plan does not establish an allowance for credit losses on note receivables since the receivables are fully secured by the participants' contributions to the Plan. Delinquent notes receivable from participants may be treated as a distribution based on the terms of the Plan document.

f. Payment of Benefits

Benefits are recorded when paid.

g. Administrative Expenses

Substantially all administrative expenses are paid by the Company. Investment related expenses not paid by the Company are deducted from investment earnings before allocation to participant accounts. Loan administrative fees are charged to the borrower. For the years ended December 31, 2025 and 2024, direct expenses paid by the Plan were approximately $190,000 and $161,000 respectively.

h. Forfeitures

Forfeitures may be used to reduce future Company contributions or to pay administrative expenses of the Plan. At December 31, 2025 and 2024, forfeitures totaling approximately $17,000 and $39, respectively, were available to reduce future employer contributions or to pay Plan expenses. During 2025 and 2024, forfeitures of approximately $201,000 and $228,000, respectively, were used to reduce employer contributions.

3. Investments

Plan assets are held by Fidelity Management Trust Company ("Fidelity"). Participants can direct their accounts among various mutual funds, collective trust funds and a money market fund offered by Fidelity.

4. Fair Value Measurements

ASC 820 establishes a framework for fair value measurements, which 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 measurements) and the lowest priority to unobservable inputs (Level 3 measurements). The three levels of the fair value hierarchy under ASC 820 are described below:

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

Level 2 – Inputs to the valuation methodology include:

- Quoted prices for similar assets or liabilities in active markets;
- Quoted prices for identical or similar assets or liabilities in inactive markets;
- Inputs other than quoted prices that are observable for the asset or liability;
- 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's 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 used need to maximize the use of observable inputs and minimize the use of unobservable inputs.

Following is a description of the valuation methodologies used for the Plan's investment assets measured at fair value. There have been no changes in the methodologies used at December 31, 2025 and 2024.

Mutual funds and money market fund: The Plan's investment in mutual funds and the money market fund is valued based on quoted market prices.

Collective trust funds: The Plan's interests in the collective trust funds are based on the net asset value ("NAV") practical expedient of the collective trust fund's underlying investments as based on information reported by the investment advisor using the audited financial statements or daily reported NAV of the collective trust funds at year-end. Participant transactions can occur daily.

The following table sets forth by level within the fair value hierarchy, the Plan's investment assets at fair value as of December 31, 2025:

	Investments at Fair Value			
	Level 1	**Level 2**	**Level 3**	**Total**
Money market fund	$ 552,409	$ -	$ -	$ 552,409
Mutual funds	30,848,720	-	-	30,848,720
Total	$ 31,401,129	$ -	$ -	$ 31,401,129
Investments at NAV:				
Common collective trusts				82,697,737
Total investments				$ 114,098,866

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

	Investments at Fair Value			
	Level 1	Level 2	Level 3	Total
Money market fund	$ 1,623,000	$ -	$ -	$ 1,623,000
Mutual funds	28,481,600	-	-	28,481,600
Total	$ 30,104,600	$ -	$ -	$ 30,104,600
Investments at NAV:				
Common collective trusts				63,603,142
Total investments				$ 93,707,742

The following table provides information regarding redemption of investments where NAV has been used to measure fair value at December 31:

	Fair Value 2025	Fair Value 2024	Redemption Frequency	Redemption Notice Period
Common collective trusts	$ 82,697,737	$ 63,603,142	Daily	1-2 days

There were no unfunded commitments at December 31, 2025 and 2024.

5. Risks and Uncertainties

The Plan assets are invested in a variety of investments. Investment securities, in general, are exposed to various risks, such as interest rate, credit, foreign currency and overall market volatility risks. Due to the level of risk associated with certain investment securities, it is reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect the amounts reported in the statements of net assets available for benefits, and therefore participant account balances.

6. Information Certified by the Trustee

The Plan Administrator has elected the method of annual reporting compliance permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. The following information included in the financial statements and supplemental schedule was provided and certified by the trustee, Fidelity Management Trust Company, as of and for the years ended December 31, 2025 and 2024 as complete and accurate:

- Investments, at fair value
- Notes receivable from participants
- Investment income
- Interest income on notes receivable from participants
- Schedule of assets (held at end of year)

7. Corrective Employee Contributions Receivable

In February 2026, the Company noted that certain participants were erroneously assigned an end date to their elected deferral rates which led to the participants not having contributions from September 2025 to January 2026. To correct the error, the Company made a qualified nonelective contribution ("QNEC") equal to 25% of the missed deferral opportunity and 100% of the missed matching contribution amounting to $3,601 and $7,712, respectively, in April 2026. Additional QNEC contributions for the earnings amounting to $918 were made in May 2026.

In September 2026, the Company noted that contributions for a certain participant were not deposited into their account due to a recordkeeper integration error wherein the participant in 2025 was assigned two accounts. The late remittance was made within the same month, amounting to $197. A deposit for the missed earnings was also made amounting to $17.

8. Related-Party Transactions

Certain Plan investment funds are managed by Fidelity Investments and Fidelity Institutional Asset Management, affiliates of Fidelity Management Trust Company. Fidelity Management Trust Company is the trustee as defined by the Plan. Certain investment fees are paid to the trustee and are reflected in the investment income or loss for the year. The Plan also issues loans to participants that are secured by the vested balance in the participants' accounts. As such, these transactions qualify as party-in-interest transactions, which are exempt from the prohibited transactions rules.

The Plan sponsor, NAVEX Global, Inc. is a party-in-interest to the Plan; however, there were no transactions with the Plan sponsor other than the funding of contributions to the Plan and payment of certain administrative expenses of the Plan, which are exempt transactions.

9. Income Tax Status

Effective October 4, 2021, the Plan was restated utilizing a Fidelity Basic Plan Document. Fidelity received an advisory letter from the Internal Revenue Service ("IRS") on June 30, 2020 in which the IRS stated that the Plan, as then designed, was in compliance with the applicable requirements of the IRC. The Plan has been amended since the date of the advisory letter. However, management believes 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 is tax exempt as of and for the years ended December 31, 2025 and 2024.

Assuming it meets certain initial and ongoing requirements, the Plan is generally exempt from federal and state income taxes. However, GAAP requires Plan management to evaluate tax positions taken by the Plan and recognize a tax liability (or asset) if the Plan has taken an uncertain position that more likely than not would not be sustained upon examination by the IRS. The Plan Administrator has analyzed the tax positions taken by the Plan, and has concluded that as of December 31, 2025, there are no uncertain positions taken or expected to be taken that would require recognition of a liability (or asset) or disclosure in the financial statements. The Plan is subject to routine audits by taxing jurisdictions.

10. 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 a

Plan termination, participants will become fully vested in their accounts.

11. Reconciliation of the Financial Statements to the Form 5500

The following is a reconciliation of net assets available for benefits per the financial statements to the Plan's Form 5500 as of December 31:

	2025	2024
Net assets available for benefits reported on the financial statements	$ 115,474,800	$ 95,002,464
Corrective contributions receivable	(12,446)	-
Employer contributions receivable	(197,513)	(182,628)
Net assets available for benefits reported on the Form 5500	$ 115,264,841	$ 94,819,836

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

	2025	2024
Net change in net assets available for benefits reported on the financial statements	$ 20,472,336	$ 13,886,653
Change in corrective contributions receivable	(12,446)	-
Change in employer contributions receivable	(14,885)	6,929
Net change in net assets available for benefits reported on the Form 5500	$ 20,445,005	$ 13,893,582

12. Subsequent Events

Management has evaluated the potential recognition and disclosures in the financial statements of subsequent events that have occurred through October 9, 2026, which is the date the financial statements were available to be issued.

NAVEX GLOBAL 401(K) PLAN
SCHEDULE H, LINE 4i – SCHEDULE OF ASSETS (HELD AT END OF YEAR)
AS OF DECEMBER 31, 2025

Plan #: 001
EIN #: 03-0513136

(a)	(b) Identity of issuer, borrower, lessor, or similar party	(c) Description of investment, including maturity date, interest rate, collateral, par, or maturity value	(d) Cost	(e) Current value
		Money market fund:		
*	Fidelity Investments	Government Money Market Fund	**	$ 552,409
		Mutual funds:		
	PIMCO	Income Fund Institutional Class	**	1,285,891
	PIMCO	All Asset Fund Institutional Class	**	35,254
	American Funds	EuroPacific Growth Fund Class R6	**	900,622
	American Funds	New World Fund Class R6	**	160,827
	Janus Henderson	Triton Fund Class N	**	1,238,406
	MassMutual	Mid Cap Growth Fund Class I	**	717,916
	American Beacon	Small Cap Value fund Class R6	**	288,374
*	Fidelity Investments	U.S. Bond Index Fund	**	758,586
*	Fidelity Investments	500 Index Fund	**	15,072,787
*	Fidelity Investments	Mid Cap Index Fund	**	708,829
*	Fidelity Investments	Small Cap Index Fund	**	809,609
*	Fidelity Investments	International Index Fund	**	2,096,734
*	Fidelity Investments	Contrafund Class K	**	6,577,519
*	Fidelity Investments	Short-term Bond Index Fund	**	197,366
		Total mutual funds		30,848,720
		Collective trust funds:		
	PGIM	Total Return Bond Class R6	**	216,749
	Principal Global Investors	Equity Income Fund Tier A-I	**	971,194
	John Hancock	Disciplined Value Mid Cap Trust Class B5	**	1,777,766
*	Fidelity Investments	Freedom Index Retirement Commingled Pool Class B	**	17,616
*	Fidelity Investments	Freedom Index 2015 Commingled Pool Class B	**	70,964
*	Fidelity Investments	Freedom Index 2020 Commingled Pool Class B	**	836,269
*	Fidelity Investments	Freedom Index 2025 Commingled Pool Class B	**	3,541,576
*	Fidelity Investments	Freedom Index 2030 Commingled Pool Class B	**	4,862,292
*	Fidelity Investments	Freedom Index 2035 Commingled Pool Class B	**	11,302,037
*	Fidelity Investments	Freedom Index 2040 Commingled Pool Class B	**	11,219,855
*	Fidelity Investments	Freedom Index 2045 Commingled Pool Class B	**	13,035,233
*	Fidelity Investments	Freedom Index 2050 Commingled Pool Class B	**	14,245,246
*	Fidelity Investments	Freedom Index 2055 Commingled Pool Class B	**	13,558,240
*	Fidelity Investments	Freedom Index 2060 Commingled Pool Class B	**	5,768,756
*	Fidelity Investments	Freedom Index 2065 Commingled Pool Class B	**	1,273,944
		Total collective trust funds		82,697,737
		Notes receivable from participants:		
*	Participants	Participant loans (interest rates at 4.25% to 9.50% maturing through 2037)	-	1,165,975
				$ 115,264,841

* Represents a party-in-interest at December 31, 2025.
** As all investments are participant-directed, cost information has been omitted.

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

NAVEX GLOBAL 401(K) PLAN
SCHEDULE H, LINE 4a - SCHEDULE OF DELINQUENT PARTICIPANT CONTRIBUTIONS
FOR THE YEAR ENDED DECEMBER 31, 2025

Plan #: 001
EIN: 03-0513136

Participant Contributions Transferred Late to Plan	Total that Constitute Non-exempt Prohibited Transactions			Total Fully Corrected Under Voluntary Fiduciary Correction Program (VFCP) and Prohibited Transaction Exemption 2002-51
Check here if Late Participant Loan Repayments are included: ___	Contributions Not Corrected	Contributions Corrected Outside VFCP	Contributions Pending Correction in VFCP	
$ 197	$ 197	$ -	$ -	$ -

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

CERTIFIED PUBLIC ACCOUNTANTS – AUDIT, LLP

NAVEX GLOBAL 401(K) PLAN

Financial Statements and Supplemental Schedules
December 31, 2025 and 2024

With Independent Auditor's Report

NAVEX GLOBAL 401(K) PLAN
FINANCIAL STATEMENTS AND SUPPLEMENTAL SCHEDULES
DECEMBER 31, 2025 AND 2024

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CERTIFIED PUBLIC ACCOUNTANTS – AUDIT, LLP

Independent Auditor's Report

To the Plan Administrator and Participants
NAVEX Global 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 NAVEX Global 401(k) Plan, an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) (ERISA Section 103(a)(3)(C) audit). The financial statements comprise the statements of net assets available for benefits as of December 31, 2025 and 2024, and the related statements of changes in net assets available for benefits for the years then ended, and the related notes to the financial statements.

Management, having determined it is permissible in the circumstances, has elected to have the audits of NAVEX Global 401(k) Plan's financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. As permitted by ERISA Section 103(a)(3)(C), our audits need not extend to any statements or information related to assets held for investment of the plan (investment information) by a bank or similar institution or insurance carrier that is regulated, supervised, and subject to periodic examination by a state or federal agency, provided that the statements or information regarding assets so held are prepared and certified to by the bank or similar institution or insurance carrier in accordance with 29 CFR 2520.103-5 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA (qualified institution).

Management has obtained certifications from a qualified institution as of December 31, 2025 and 2024, and for the years then ended, stating that the certified investment information, as described in Note 6 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 accompanying financial statements, 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 accompanying 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 NAVEX Global 401(k) Plan and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our ERISA Section 103(a)(3)(C) audit opinion.

Responsibilities of Management for the Financial Statements

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

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about NAVEX Global 401(k) Plan's ability to continue as a going concern for one year after the date that the financial statements are 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 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 NAVEX Global 401(k) Plan's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about NAVEX Global 401(k) Plan's ability to continue as a going concern for a reasonable period of time.

Our audits did not extend to the certified investment information, except for obtaining and reading the 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.

Other Matter — Supplemental Schedules Required by ERISA

The supplemental schedule of assets (held at end of year) as of December 31, 2025 and schedule of delinquent participant contributions are presented for purposes of additional analysis and are not a required part of the financial statements but are supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedules, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audits of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS. For information included in the supplemental schedules that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

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

In our opinion

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

- the information in the supplemental schedules related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

KBF CPAs – Audit, LLP
Lake Oswego, Oregon

October 9, 2026

NAVEX GLOBAL 401(K) PLAN
STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS
AS OF DECEMBER 31, 2025 AND 2024

	2025	2024
Assets:		
Investments, at fair value:		
Money market fund	$ 552,409	$ 1,623,000
Mutual funds	30,848,720	28,481,600
Collective trust funds	82,697,737	63,603,142
Total investments, at fair value	114,098,866	93,707,742
Receivables:		
Corrective contributions	12,446	-
Employer contributions	197,513	182,628
Notes receivable from participants	1,165,975	1,112,094
Total receivables	1,375,934	1,294,722
Net assets available for benefits	$ 115,474,800	$ 95,002,464

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

NAVEX GLOBAL 401(K) PLAN
STATEMENTS OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS
FOR THE YEARS ENDED DECEMBER 31, 2025 AND 2024

	2025	2024
Additions:		
Investment income:		
Interest and dividend income	$ 1,273,228	$ 884,267
Net appreciation in fair value of investments	16,932,205	11,239,573
Total investment income	18,205,433	12,123,840
Interest income on notes receivable from participants	89,149	77,175
Contributions:		
Participant contributions	8,434,745	8,097,673
Employer contributions	2,412,810	2,287,961
Participant rollover contributions	1,362,499	425,389
Total contributions	12,210,054	10,811,023
Total additions	30,504,636	23,012,038
Deductions:		
Benefits paid to participants	9,841,895	8,964,805
Administrative expenses	190,405	160,580
Total deductions	10,032,300	9,125,385
Net increase in net assets available for benefits	20,472,336	13,886,653
Net assets available for benefits:		
Beginning of year	95,002,464	81,115,811
End of year	$ 115,474,800	$ 95,002,464

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

NAVEX GLOBAL 401(K) PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2025 AND 2024

1. Plan Description

The following description of the NAVEX Global 401(k) Plan (the "Plan") provides only general information. Participants should refer to the Plan document for a more complete description of the Plan's provisions.

a. General

The Plan is a defined contribution savings and profit sharing plan established on January 1, 2003 by NAVEX Global, Inc. ("NAVEX" or the "Company") under the provisions of Section 401(a) of the Internal Revenue Code ("IRC"), which includes a qualified cash or deferred arrangement as described in Section 401(k) of the IRC, for the benefit of eligible employees of the Company. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 ("ERISA"), as amended.

b. Eligibility

Employees of the Company, excluding residents of Puerto Rico, union employees unless their collective bargaining agreement provides for participation in the Plan, leased employees and nonresident aliens, are eligible to participate in the Plan upon the completion of one month of service and reaching the age of 18. Participants enter the Plan on the first day of the month following the date on which the eligibility requirements are met.

c. Participant Contributions

Participants may elect to make pre-tax or Roth deferrals up to 95% of their eligible compensation, limited by the requirements of the IRC. Upon reaching the age of 50, eligible employees may make additional catch-up contributions as allowed by the IRC. In 2025, the Plan was amended to allow participants aged 60-63 years old to make an enhanced catch-up contribution, as allowed by the IRC. Upon the initial satisfaction of the eligibility requirements, employees are automatically enrolled with a 3% deferral percentage unless they affirmatively elect otherwise. Additionally, participants may roll over amounts representing distributions from other qualified defined benefit or defined contribution plans into the Plan.

d. Employer Contributions

The Company, at its discretion, may make matching contributions to the Plan. During 2025 and 2024, matching contributions were 50% of the first 6% of eligible compensation. Additionally, the Company may also make discretionary nonelective contributions for eligible employees. There were no discretionary nonelective contributions made for the years ended December 31, 2025 and 2024.

e. Participant Accounts

Participants are able to direct their account balances into a variety of investments offered by the Plan. Individual accounts are maintained for each of the Plan's participants to reflect the participant's contributions, the Company's contributions, and an allocation of the Plan's earnings and expenses. The benefit to which a participant is currently entitled is the benefit that can be provided from the participant's vested account.

f. Vesting

Participants shall always be 100% vested in their elective deferrals and rollover contributions. Participants vest in their discretionary matching and discretionary nonelective contributions at a rate of 33% per year

until they have completed 3 years of vesting service at which time they become 100% vested. Participants who were in the Plan prior to January 1, 2013 vest in their discretionary matching and discretionary nonelective contributions based on the Company they were previously employed as prescribed in the respective Plan documents.

g. Notes Receivable From Participants

Participants may borrow the lesser of $50,000 or 50% of their vested account balance, subject to a $1,000 minimum and certain other restrictions. Participant loans are secured by the vested account balance of the participant. Loans are repayable through payroll deductions over periods ranging up to five years, unless the loan is used to acquire a principal residence, in which case the loan term may be extended to fifteen years. The interest rate on participant loans is determined by the Plan Administrator based on the prevailing interest rates charged by persons in the business of lending money for loans. The interest rate on outstanding loans at December 31, 2025 ranged from 4.25% to 9.50% with maturity dates through 2037.

h. Payment of Benefits

Upon reaching retirement age, termination of service, disability or death, a participant may elect to receive either a lump-sum amount equal to the value of the participant's vested interest in his or her account, or an annuity. However, account balances less than $1,000 may be distributed in a single lump-sum cash payment to the participant or beneficiary at the election of the trustee. Account balances greater than $1,000 but less than $5,000 may be distributed to an individual retirement account at the discretion of the trustee. Participants may withdraw rollover contributions at anytime. In 2025, the Plan was amended to increase the disbursement limit from $5,000 to $7,000.

i. Hardship Withdrawals

Upon certain conditions, participants, while still employed by the Company, are permitted to withdraw, in a single sum, a portion of their employee deferrals and rollover contributions as a result of an immediate and heavy financial need subject to a $500 minimum. These conditions include unreimbursed medical expenses, the purchase of the participant's principal residence, the payment of postsecondary education tuition, the payment of burial or funeral costs of immediate family members, the payment of expenses for the repair of damage to the participant's principal residence that would qualify as a casualty loss deduction under the IRC, the payment of natural disaster clean-up on the participant's principal residence or to prevent eviction or foreclosure from the participant's principal residence.

2. Summary of Significant Accounting Policies

a. Basis of Accounting

The accompanying financial statements have been prepared on the accrual basis of accounting in accordance with accounting principles generally accepted in the United States of America ("GAAP").

b. Use of Estimates

The preparation of the financial statements in conformity with GAAP requires management of the Plan to make estimates and assumptions that affect the reported amounts of assets and liabilities and changes therein, and disclosure of contingent assets and liabilities. Actual results could differ from those estimates.

c. Investment Valuation and Income Recognition

Investments are reported at fair value. The Plan follows the fair value measurement and disclosure requirements of Accounting Standards Codification ("ASC") 820, *Fair Value Measurement*, which defines fair value as the exchange price that would be received for the asset or paid to transfer a liability in an orderly transaction between market participants. See Note 4 for the discussion of fair value measurements.

Net appreciation in fair value of investments consists of the net change in unrealized gains or losses during the year and the realized gain or loss on investments sold during the year. Purchases and sales of securities are recorded on a trade-date basis. Interest income is recorded on the accrual basis, and dividends are recorded on the ex-dividend date.

d. Contribution Receivables

Contribution receivables are contributions earned during the year but not received until the subsequent period due to the timing of the deposit and can be from either the Company or the participants. Contribution receivables are recorded at cost and due to its nature, the Plan does not establish an allowance for credit losses for contribution receivables.

e. Notes Receivables from Participants

Notes receivable from participants are recorded at their unpaid principal balance plus any accrued but unpaid interest. The Plan does not establish an allowance for credit losses on note receivables since the receivables are fully secured by the participants' contributions to the Plan. Delinquent notes receivable from participants may be treated as a distribution based on the terms of the Plan document.

f. Payment of Benefits

Benefits are recorded when paid.

g. Administrative Expenses

Substantially all administrative expenses are paid by the Company. Investment related expenses not paid by the Company are deducted from investment earnings before allocation to participant accounts. Loan administrative fees are charged to the borrower. For the years ended December 31, 2025 and 2024, direct expenses paid by the Plan were approximately $190,000 and $161,000 respectively.

h. Forfeitures

Forfeitures may be used to reduce future Company contributions or to pay administrative expenses of the Plan. At December 31, 2025 and 2024, forfeitures totaling approximately $17,000 and $39, respectively, were available to reduce future employer contributions or to pay Plan expenses. During 2025 and 2024, forfeitures of approximately $201,000 and $228,000, respectively, were used to reduce employer contributions.

3. Investments

Plan assets are held by Fidelity Management Trust Company ("Fidelity"). Participants can direct their accounts among various mutual funds, collective trust funds and a money market fund offered by Fidelity.

4. Fair Value Measurements

ASC 820 establishes a framework for fair value measurements, which 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 measurements) and the lowest priority to unobservable inputs (Level 3 measurements). The three levels of the fair value hierarchy under ASC 820 are described below:

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

Level 2 – Inputs to the valuation methodology include:

- Quoted prices for similar assets or liabilities in active markets;
- Quoted prices for identical or similar assets or liabilities in inactive markets;
- Inputs other than quoted prices that are observable for the asset or liability;
- 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's 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 used need to maximize the use of observable inputs and minimize the use of unobservable inputs.

Following is a description of the valuation methodologies used for the Plan's investment assets measured at fair value. There have been no changes in the methodologies used at December 31, 2025 and 2024.

Mutual funds and money market fund: The Plan's investment in mutual funds and the money market fund is valued based on quoted market prices.

Collective trust funds: The Plan's interests in the collective trust funds are based on the net asset value ("NAV") practical expedient of the collective trust fund's underlying investments as based on information reported by the investment advisor using the audited financial statements or daily reported NAV of the collective trust funds at year-end. Participant transactions can occur daily.

The following table sets forth by level within the fair value hierarchy, the Plan's investment assets at fair value as of December 31, 2025:

	Investments at Fair Value			
	Level 1	**Level 2**	**Level 3**	**Total**
Money market fund	$ 552,409	$ -	$ -	$ 552,409
Mutual funds	30,848,720	-	-	30,848,720
Total	$ 31,401,129	$ -	$ -	$ 31,401,129
Investments at NAV:				
Common collective trusts				82,697,737
Total investments				$ 114,098,866

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

	Investments at Fair Value			
	Level 1	Level 2	Level 3	Total
Money market fund	$ 1,623,000	$ -	$ -	$ 1,623,000
Mutual funds	28,481,600	-	-	28,481,600
Total	$ 30,104,600	$ -	$ -	$ 30,104,600
Investments at NAV:				
Common collective trusts				63,603,142
Total investments				$ 93,707,742

The following table provides information regarding redemption of investments where NAV has been used to measure fair value at December 31:

	Fair Value 2025	Fair Value 2024	Redemption Frequency	Redemption Notice Period
Common collective trusts	$ 82,697,737	$ 63,603,142	Daily	1-2 days

There were no unfunded commitments at December 31, 2025 and 2024.

5. Risks and Uncertainties

The Plan assets are invested in a variety of investments. Investment securities, in general, are exposed to various risks, such as interest rate, credit, foreign currency and overall market volatility risks. Due to the level of risk associated with certain investment securities, it is reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect the amounts reported in the statements of net assets available for benefits, and therefore participant account balances.

6. Information Certified by the Trustee

The Plan Administrator has elected the method of annual reporting compliance permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. The following information included in the financial statements and supplemental schedule was provided and certified by the trustee, Fidelity Management Trust Company, as of and for the years ended December 31, 2025 and 2024 as complete and accurate:

- Investments, at fair value
- Notes receivable from participants
- Investment income
- Interest income on notes receivable from participants
- Schedule of assets (held at end of year)

7. Corrective Employee Contributions Receivable

In February 2026, the Company noted that certain participants were erroneously assigned an end date to their elected deferral rates which led to the participants not having contributions from September 2025 to January 2026. To correct the error, the Company made a qualified nonelective contribution ("QNEC") equal to 25% of the missed deferral opportunity and 100% of the missed matching contribution amounting to $3,601 and $7,712, respectively, in April 2026. Additional QNEC contributions for the earnings amounting to $918 were made in May 2026.

In September 2026, the Company noted that contributions for a certain participant were not deposited into their account due to a recordkeeper integration error wherein the participant in 2025 was assigned two accounts. The late remittance was made within the same month, amounting to $197. A deposit for the missed earnings was also made amounting to $17.

8. Related-Party Transactions

Certain Plan investment funds are managed by Fidelity Investments and Fidelity Institutional Asset Management, affiliates of Fidelity Management Trust Company. Fidelity Management Trust Company is the trustee as defined by the Plan. Certain investment fees are paid to the trustee and are reflected in the investment income or loss for the year. The Plan also issues loans to participants that are secured by the vested balance in the participants' accounts. As such, these transactions qualify as party-in-interest transactions, which are exempt from the prohibited transactions rules.

The Plan sponsor, NAVEX Global, Inc. is a party-in-interest to the Plan; however, there were no transactions with the Plan sponsor other than the funding of contributions to the Plan and payment of certain administrative expenses of the Plan, which are exempt transactions.

9. Income Tax Status

Effective October 4, 2021, the Plan was restated utilizing a Fidelity Basic Plan Document. Fidelity received an advisory letter from the Internal Revenue Service ("IRS") on June 30, 2020 in which the IRS stated that the Plan, as then designed, was in compliance with the applicable requirements of the IRC. The Plan has been amended since the date of the advisory letter. However, management believes 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 is tax exempt as of and for the years ended December 31, 2025 and 2024.

Assuming it meets certain initial and ongoing requirements, the Plan is generally exempt from federal and state income taxes. However, GAAP requires Plan management to evaluate tax positions taken by the Plan and recognize a tax liability (or asset) if the Plan has taken an uncertain position that more likely than not would not be sustained upon examination by the IRS. The Plan Administrator has analyzed the tax positions taken by the Plan, and has concluded that as of December 31, 2025, there are no uncertain positions taken or expected to be taken that would require recognition of a liability (or asset) or disclosure in the financial statements. The Plan is subject to routine audits by taxing jurisdictions.

10. 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 a

Plan termination, participants will become fully vested in their accounts.

11. Reconciliation of the Financial Statements to the Form 5500

The following is a reconciliation of net assets available for benefits per the financial statements to the Plan's Form 5500 as of December 31:

	2025	2024
Net assets available for benefits reported on the financial statements	$ 115,474,800	$95,002,464
Corrective contributions receivable	(12,446)	-
Employer contributions receivable	(197,513)	(182,628)
Net assets available for benefits reported on the Form 5500	$ 115,264,841	$94,819,836

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

	2025	2024
Net change in net assets available for benefits reported on the financial statements	$ 20,472,336	$13,886,653
Change in corrective contributions receivable	(12,446)	-
Change in employer contributions receivable	(14,885)	6,929
Net change in net assets available for benefits reported on the Form 5500	$ 20,445,005	$13,893,582

12. Subsequent Events

Management has evaluated the potential recognition and disclosures in the financial statements of subsequent events that have occurred through October 9, 2026, which is the date the financial statements were available to be issued.

NAVEX GLOBAL 401(K) PLAN
SCHEDULE H, LINE 4i – SCHEDULE OF ASSETS (HELD AT END OF YEAR)
AS OF DECEMBER 31, 2025

Plan #: 001
EIN #: 03-0513136

(a)	(b) Identity of issuer, borrower, lessor, or similar party	(c) Description of investment, including maturity date, interest rate, collateral, par, or maturity value	(d) Cost	(e) Current value
		Money market fund:		
*	Fidelity Investments	Government Money Market Fund	**	$ 552,409
		Mutual funds:		
	PIMCO	Income Fund Institutional Class	**	1,285,891
	PIMCO	All Asset Fund Institutional Class	**	35,254
	American Funds	EuroPacific Growth Fund Class R6	**	900,622
	American Funds	New World Fund Class R6	**	160,827
	Janus Henderson	Triton Fund Class N	**	1,238,406
	MassMutual	Mid Cap Growth Fund Class I	**	717,916
	American Beacon	Small Cap Value fund Class R6	**	288,374
*	Fidelity Investments	U.S. Bond Index Fund	**	758,586
*	Fidelity Investments	500 Index Fund	**	15,072,787
*	Fidelity Investments	Mid Cap Index Fund	**	708,829
*	Fidelity Investments	Small Cap Index Fund	**	809,609
*	Fidelity Investments	International Index Fund	**	2,096,734
*	Fidelity Investments	Contrafund Class K	**	6,577,519
*	Fidelity Investments	Short-term Bond Index Fund	**	197,366
		Total mutual funds		30,848,720
		Collective trust funds:		
	PGIM	Total Return Bond Class R6	**	216,749
	Principal Global Investors	Equity Income Fund Tier A-I	**	971,194
	John Hancock	Disciplined Value Mid Cap Trust Class B5	**	1,777,766
*	Fidelity Investments	Freedom Index Retirement Commingled Pool Class B	**	17,616
*	Fidelity Investments	Freedom Index 2015 Commingled Pool Class B	**	70,964
*	Fidelity Investments	Freedom Index 2020 Commingled Pool Class B	**	836,269
*	Fidelity Investments	Freedom Index 2025 Commingled Pool Class B	**	3,541,576
*	Fidelity Investments	Freedom Index 2030 Commingled Pool Class B	**	4,862,292
*	Fidelity Investments	Freedom Index 2035 Commingled Pool Class B	**	11,302,037
*	Fidelity Investments	Freedom Index 2040 Commingled Pool Class B	**	11,219,855
*	Fidelity Investments	Freedom Index 2045 Commingled Pool Class B	**	13,035,233
*	Fidelity Investments	Freedom Index 2050 Commingled Pool Class B	**	14,245,246
*	Fidelity Investments	Freedom Index 2055 Commingled Pool Class B	**	13,558,240
*	Fidelity Investments	Freedom Index 2060 Commingled Pool Class B	**	5,768,756
*	Fidelity Investments	Freedom Index 2065 Commingled Pool Class B	**	1,273,944
		Total collective trust funds		82,697,737
		Notes receivable from participants:		
*	Participants	Participant loans (interest rates at 4.25% to 9.50% maturing through 2037)	-	1,165,975
				$ 115,264,841

* Represents a party-in-interest at December 31, 2025.
** As all investments are participant-directed, cost information has been omitted.

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

NAVEX GLOBAL 401(K) PLAN
SCHEDULE H, LINE 4a - SCHEDULE OF DELINQUENT PARTICIPANT CONTRIBUTIONS
FOR THE YEAR ENDED DECEMBER 31, 2025

Plan #: 001
EIN: 03-0513136

Participant Contributions Transferred Late to Plan	Total that Constitute Non-exempt Prohibited Transactions			Total Fully Corrected Under Voluntary Fiduciary Correction Program (VFCP) and Prohibited Transaction Exemption 2002-51
Check here if Late Participant Loan Repayments are included: ___	Contributions Not Corrected	Contributions Corrected Outside VFCP	Contributions Pending Correction in VFCP	
$ 197	$ 197	$ -	$ -	$ -

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