# 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.)
- ☒ a single-employer plan
- ☐ a DFE (specify) _____

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

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

**D** Check box if filing under:
- ☒ Form 5558
- ☐ automatic extension
- ☐ the DFVC program
- ☐ special extension (enter description)

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

## Part II Basic Plan Information—enter all requested information

**1a** Name of plan
ALLOY 401(K) PLAN

**1b** Three-digit plan number (PN) ▶ 001

**1c** Effective date of plan 01/01/2019

**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)
FIRST MILE GROUP, INC.

88 UNIVERSITY PLACE
FLOOR 4
NEW YORK, NY 10003

**2b** Employer Identification Number (EIN)
47-4492596

**2c** Plan Sponsor's telephone number
844-382-5569

**2d** Business code (see instructions)
541511

**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. | 10/13/2026 | KAREN JANG |
| | **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: | **4b** | EIN |
| **a** | Sponsor's name | **4d** | PN |
| **c** | Plan Name | | |

| | | | |
|---|---|---|---|
| **5** | Total number of participants at the beginning of the plan year | **5** | 330 |
| **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)** | 237 |
| **a(2)** | Total number of active participants at the end of the plan year | **6a(2)** | 297 |
| **b** | Retired or separated participants receiving benefits | **6b** | 0 |
| **c** | Other retired or separated participants entitled to future benefits | **6c** | 113 |
| **d** | Subtotal. Add lines **6a(2)**, **6b**, and **6c**. | **6d** | 410 |
| **e** | Deceased participants whose beneficiaries are receiving or are entitled to receive benefits. | **6e** | 0 |
| **f** | Total. Add lines **6d** and **6e**. | **6f** | 410 |
| **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)** | 304 |
| **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)** | 352 |
| **h** | Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested. | **6h** | 0 |
| **7** | Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item) | **7** | |

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

2G 2J 2K 2T 2E 2F 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) | | **9b** Plan benefit arrangement (check all that apply) | |
|---|---|---|---|
| **(1)** [ ] | Insurance | **(1)** [ ] | Insurance |
| **(2)** [ ] | Code section 412(e)(3) insurance contracts | **(2)** [ ] | Code section 412(e)(3) insurance contracts |
| **(3)** [X] | Trust | **(3)** [X] | Trust |
| **(4)** [ ] | General assets of the sponsor | **(4)** [ ] | General assets of the sponsor |

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

**a Pension Schedules**

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

**b General Schedules**

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

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

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

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

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

**11c** Enter the Receipt Confirmation Code for the 2025 Form M-1 annual report. If the plan was not required to file the 2025 Form M-1 annual report, enter the Receipt Confirmation Code for the most recent Form M-1 that was required to be filed under the Form M-1 filing requirements. (Failure to enter a valid Receipt Confirmation Code will subject the Form 5500 filing to rejection as incomplete.)

Receipt Confirmation Code_____

| SCHEDULE C (Form 5500) | Service Provider Information | OMB No. 1210-0110 |
|---|---|---|
| Department of the Treasury<br>Internal Revenue Service<br>Department of Labor<br>Employee Benefits Security Administration<br>Pension Benefit Guaranty Corporation | This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA).<br>▶ **File as an attachment to Form 5500.** | **2025**<br>**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
ALLOY 401(K) PLAN

**B** Three-digit plan number (PN) ▶ 001

**C** Plan sponsor's name as shown on line 2a of Form 5500
FIRST MILE GROUP, INC.

**D** Employer Identification Number (EIN)
47-4492596

## 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)

WORLD INVESTMENT ADVISORS LLC

61-1758632

| (b) Service Code(s) | (c) Relationship to employer, employee organization, or person known to be a party-in-interest | (d) Enter direct compensation paid by the plan. If none, enter -0-. | (e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor) | (f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures? | (g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-. | (h) Did the service provider give you a formula instead of an amount or estimated amount? |
|---|---|---|---|---|---|---|
| 27 | ADVISOR | 48000 | Yes [ ] No [X] | Yes [ ] No [ ] | | Yes [ ] No [ ] |

**(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 | 44779 | Yes [X] No [ ] | Yes [X] No [ ] | 0 | Yes [X] No [ ] |

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

STRATEGIC ADVISERS LLC

04-2654524

| (b) Service Code(s) | (c) Relationship to employer, employee organization, or person known to be a party-in-interest | (d) Enter direct compensation paid by the plan. If none, enter -0-. | (e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor) | (f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures? | (g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-. | (h) Did the service provider give you a formula instead of an amount or estimated amount? |
|---|---|---|---|---|---|---|
| 27 | ADVISOR | 5923 | Yes [ ] No [X] | 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. |
|---|---|
| C&S INST REALTY SHS - SS&C GIDS, I<br><br>25-1200088 | 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. |
|---|---|
| | |

| **(a)** Enter service provider name as it appears on line 2 | **(b)** Service Codes (see instructions) | **(c)** Enter amount of indirect compensation |
|---|---|---|
| | | |

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

## Part II Service Providers Who Fail or Refuse to Provide Information

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

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

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

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

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

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

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

## Part III Termination Information on Accountants and Enrolled Actuaries (see instructions)

(complete as many entries as needed)

**a** Name:

**b** EIN:

**c** Position:

**d** Address:

**e** Telephone:

Explanation:

**a** Name:

**b** EIN:

**c** Position:

**d** Address:

**e** Telephone:

Explanation:

**a** Name:

**b** EIN:

**c** Position:

**d** Address:

**e** Telephone:

Explanation:

**a** Name:

**b** EIN:

**c** Position:

**d** Address:

**e** Telephone:

Explanation:

**a** Name:

**b** EIN:

**c** Position:

**d** Address:

**e** Telephone:

Explanation:

# SCHEDULE 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
ALLOY 401(K) PLAN

**B** Three-digit plan number (PN) ▶ 001

**C** Plan sponsor's name as shown on line 2a of Form 5500
FIRST MILE GROUP, INC.

**D** Employer Identification Number (EIN)
47-4492596

## 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) | 112455 | 212350 |
| **(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) | 54899 | 131461 |
| **(9)** Value of interest in common/collective trusts | 1c(9) | 0 | 0 |
| **(10)** Value of interest in pooled separate accounts | 1c(10) | 0 | 0 |
| **(11)** Value of interest in master trust investment accounts | 1c(11) | 0 | 0 |
| **(12)** Value of interest in 103-12 investment entities | 1c(12) | 0 | 0 |
| **(13)** Value of interest in registered investment companies (e.g., mutual funds) | 1c(13) | 22718347 | 31645086 |
| **(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 | 22885701 | 31988897 |
| **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 | 22885701 | 31988897 |

## 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) | 1732957 | |
| **(B)** Participants | 2a(1)(B) | 3988206 | |
| **(C)** Others (including rollovers) | 2a(1)(C) | 1686860 | |
| **(2)** Noncash contributions | 2a(2) | 0 | |
| **(3)** Total contributions. Add lines **2a(1)(A), (B), (C),** and line **2a(2)** | 2a(3) | | 7408023 |
| **b Earnings on investments:** | | | |
| **(1)** Interest: | | | |
| **(A)** Interest-bearing cash (including money market accounts and certificates of deposit) | 2b(1)(A) | 7451 | |
| **(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) | 8096 | |
| **(F)** Other | 2b(1)(F) | 0 | |
| **(G)** Total interest. Add lines **2b(1)(A)** through **(F)** | 2b(1)(G) | | 15547 |
| **(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) | 593133 | |
| **(D)** Total dividends. Add lines **2b(2)(A)**, **(B)**, and **(C)** | 2b(2)(D) | | 593133 |
| **(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) | | 0 |
| **(7)** Net investment gain (loss) from pooled separate accounts | 2b(7) | | 0 |
| **(8)** Net investment gain (loss) from master trust investment accounts | 2b(8) | | 0 |
| **(9)** Net investment gain (loss) from 103-12 investment entities | 2b(9) | | 0 |
| **(10)** Net investment gain (loss) from registered investment companies (e.g., mutual funds) | 2b(10) | | 4150494 |
| **c** Other income | 2c | | 0 |
| **d** Total income. Add all **income** amounts in column (b) and enter total | 2d | | 12167197 |
| **Expenses** | | | |
| **e** Benefit payment and payments to provide benefits: | | | |
| **(1)** Directly to participants or beneficiaries, including direct rollovers | 2e(1) | 2965299 | |
| **(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) | | 2965299 |
| **f** Corrective distributions (see instructions) | 2f | | 0 |
| **g** Certain deemed distributions of participant loans (see instructions) | 2g | | 0 |
| **h** Interest expense | 2h | | 0 |
| **i** Administrative expenses: | | | |
| **(1)** Salaries and allowances | 2i(1) | 0 | |
| **(2)** Contract administrator fees | 2i(2) | 0 | |
| **(3)** Recordkeeping fees | 2i(3) | 44779 | |
| **(4)** IQPA audit fees | 2i(4) | 0 | |
| **(5)** Investment advisory and investment management fees | 2i(5) | 53923 | |
| **(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) | | 98702 |
| **j** Total expenses. Add all **expense** amounts in column (b) and enter total | 2j | | 3064001 |
| **Net Income and Reconciliation** | | | |
| **k** Net income (loss). Subtract line **2j** from line **2d** | 2k | | 9103196 |
| **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: SENSIBA LLP **(2)** EIN: 94-2370906

**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 | | 825696 |
| **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 | | 500000 |
| **f** Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty? | **4f** | | X | |
| **g** Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser? | **4g** | | X | |
| **h** Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser? | **4h** | | X | |
| **i** Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.) | **4i** | X | | |
| **j** Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.) | **4j** | | X | |
| **k** Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC? | **4k** | | X | |
| **l** Has the plan failed to provide any benefit when due under the plan? | **4l** | | X | |
| **m** If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.) | **4m** | | X | |
| **n** If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3. | **4n** | | | |

**5a** Has a resolution to terminate the plan been adopted during the plan year or any prior plan year? [ ] Yes [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
ALLOY 401(K) PLAN

**B** Three-digit plan number (PN) ▶ 001

**C** Plan sponsor's name as shown on line 2a of Form 5500
FIRST MILE GROUP, INC.

**D** Employer Identification Number (EIN)
47-4492596

## 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 .

# ALLOY 401(K) PLAN

**Financial Statements**
**December 31, 2025 and 2024**

**Together with**
**Independent Auditors' Report**

# ALLOY 401(K) PLAN

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December 31, 2025


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INDEPENDENT AUDITORS' REPORT

To the 401(k) Committee of the
Alloy 401(k) Plan

***Scope and Nature of the ERISA Section 103(a)(3)(C) Audit for the Financial Statements***

We have performed audits of the financial statements of Alloy 401(k) Plan (the "Plan"), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 ("ERISA"), as permitted by ERISA Section 103(a)(3)(C) ("ERISA Section 103(a)(3)(C)" audit). The financial statements comprise the statement of net assets available for benefits as of December 31, 2025 and 2024, and the related statement of changes in net assets available for benefits for the year ended December 31, 2025, and the related notes to the financial statements.

Management, having determined it is permissible in the circumstances, has elected to have the audits of the Plan's financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's ("DOL") 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 DOL'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 year ended December 31, 2025, stating that the certified investment information, as described in Note 4 to the financial statements, is complete and accurate.

***Opinion on the Financial Statements***

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

- the amounts and disclosures in the 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 on the Financial Statements***

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 Auditors' Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the Plan and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our ERISA Section 103(a)(3)(C) audit opinion.

***Responsibilities of Management for the Financial Statements***

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

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for a 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.

***Auditors' Responsibilities for the Audit of the Financial Statements***

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

In performing an audit in accordance with GAAS, we: (a) exercise professional judgment and maintain professional skepticism throughout the audit, (b) 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, (c) obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Plan's internal control. Accordingly, no such opinion is expressed, (d) 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, and (e) conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for a reasonable period of time.

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

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 GAAP.

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 H, line 4a – schedule of delinquent participant contributions for the year ended December 31, 2025 and line 4i - schedule of assets (held at end of year) as of December 31, 2025, are presented for purposes of additional analysis and are not a required part of the financial statements but is supplementary information required by the DOL'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 audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS. For information included in the supplemental schedules that agreed to or are 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 their form and content, are presented in conformity with the DOL'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 DOL'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).



San Ramon, California
October 2, 2026

# ALLOY 401(K) PLAN
## Statement of Net Assets Available for Benefits

| | December 31, 2025 | December 31, 2024 |
|---|---|---|
| Investments, at fair value: | | |
| Mutual funds | $ 31,645,086 | $ 22,718,347 |
| Money market fund | 212,350 | 112,455 |
| Total investments, at fair value | 31,857,436 | 22,830,802 |
| Receivables: | | |
| Notes receivable from participants | 131,461 | 54,899 |
| Participant contributions receivable | 121,483 | 96,639 |
| Employer contributions receivable | 50,918 | 43,458 |
| Total receivables | 303,862 | 194,996 |
| Net assets available for benefits | $ 32,161,298 | $ 23,025,798 |

The accompanying notes are an integral part of these financial statements

# ALLOY 401(K) PLAN

## Statement of Changes in Net Assets Available for Benefits

Year Ended December 31, 2025

| | | |
|---|---|---|
| Additions to net assets attributed to: | | |
| Investment income (loss): | | |
| Net appreciation (depreciation) in fair value of investments | $ | 4,150,494 |
| Dividends and interest | | 600,584 |
| Total investment income | | 4,751,078 |
| Contributions: | | |
| Participants | | 4,013,050 |
| Employer | | 1,740,417 |
| Rollovers | | 1,686,860 |
| Total contributions | | 7,440,327 |
| Other income: | | |
| Interest income on notes receivable from participants | | 8,096 |
| Total addtions | | 12,199,501 |
| Deductions from net assets attributed to: | | |
| Benefits paid to participants | | 2,965,299 |
| Administration and other costs | | 98,702 |
| Total deductions | | 3,064,001 |
| Net increase (decrease) in net assets | | 9,135,500 |
| Net assets available for benefits: | | |
| Beginning of year | | 23,025,798 |
| End of year | $ | 32,161,298 |

The accompanying notes are an integral part of these financial statements

# ALLOY 401(K) PLAN

**Notes to Financial Statements**

December 31, 2025

**Note 1: Description of plan**

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

**General:** The Plan is a defined contribution plan established on January 1, 2019, amended and restated on January 1, 2024, and is subject to the provisions of the Employee Retirement Income Security Act of 1974 ("ERISA"). The Plan provides benefits for all eligible employees of First Mile Group, Inc. (the "Company" or "Plan Sponsor").

The Plan is administered by its sponsor, the Company, who retained the services of Fidelity Management Trust Company ("Fidelity") as the trustee of the Plan's assets, the Plan's record keeper and third-party administrator through December 31, 2025.

**Eligibility:** Except for excluded employees, all employees who have reached 18 years of age are eligible to participate in the plan. Effective January 1, 2024, employees were also required to have completed three months of service are eligible to participate in the Plan. Employees may enter the Plan immediately after meeting the requirements. Excluded employees include those covered by a collective bargaining agreement, residents of Puerto Rico, leased employees, nonresident aliens with no U.S. sourced income, and interns (unless attained the age of 21 and has completed 1,000 hours of service). An employee may elect not to participate in the Plan.

**Participant contributions:** Participants may elect to contribute up to 90% of their eligible compensation, subject to the maximum allowed under section 401(k) of the Internal Revenue Code ("IRC"). Participants who have attained age 50 before the end of the Plan year are eligible to make "catch-up" contributions, subject to statutory limits. Participants are also permitted to deposit into the Plan distributions received from other plans (rollovers). Roth contributions are post-tax contributions of compensation, maintained in separate accounts in the Plan. Participants direct the investment of their account balances into various investment options offered by the Plan. A participant may elect to increase or decrease their percentage as of each entry date defined as the first day of each pay period.

**Employer contributions:** The Company makes matching contributions equal to 100% of the first 4% of the participant's eligible compensation. Employer matching contributions are allocated each pay period. For the year ended December 31, 2025, the Company made matching contributions of approximately $1,740,000. The Company may make discretionary non-elective employer contributions at the end of each Plan year to eligible employees. Such discretionary contributions are allocated to eligible employees based on their percentage of eligible compensation to the total eligible compensation for the contribution period. Employees are eligible if they are employed by the employer on the last day of the Plan year. There were no qualified non-elective contributions made during the year ended December 31, 2025.

**Participant accounts:** Each participant's account is credited with the participant's contribution and allocations of: (a) the Company's contributions, and (b) Plan earnings and is charged with an allocation of administrative expenses. Allocations are based on participant earnings or account balances, as defined. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account at the date immediately preceding the commencement of processing the distribution.

**Investment options:** The Plan provides for investments to be directed by participants into a number of investment options held by the custodian. Participant investment options include a variety of mutual and money market funds. Earnings of each investment fund are allocated to participants' accounts in proportion to each participant's share of that fund.

**Vesting:** Participants become immediately vested in their contributions, including rollovers of funds from other qualified retirement plans and earnings thereon. Employer contributions vest immediately at 100%.

**Notes receivable from participants:** Participants may borrow from their vested account balance a minimum of $1,000, and up to a maximum equal to the lesser of $50,000 or up to 100% of their vested account balance. The notes are secured by the balance in the participant's account and bear interest at market financing rates (prime rate plus 1%). Note terms range from one to five years and may not exceed five years, except for notes used for the purchase of a primary residence, which may extend up to ten years. Principal and interest are paid ratably through payroll deductions. Participants may only have one outstanding note at a time.

**Payment of benefits:** The Plan provides for the payment of benefits to the participant (or, if applicable, the beneficiary) at retirement, disability, death, termination of employment, or financial hardship. Upon termination, participants may elect to leave their account balance in the Plan or receive their total benefits in a lump sum payment equal to the value of the participant's vested interest in their account. Participants with vested account balances of $1,000 or less upon separation will receive a lump sum cash payout and participants with vested account balances ranging from $1,000 to $7,000 will automatically be rolled over to an individual retirement account ("IRA").

As an active participant in the Plan, a participant may, upon attaining age 59 ½, request the distribution of their balance. In addition, a participant may apply for a hardship withdrawal, if they are experiencing an immediate and heavy financial need as defined by the specific criteria in the Plan document.

**Forfeited accounts:** Forfeitures are retained in the Plan and will first be used to pay administrative expenses. Any remaining forfeitures may be used to reduce future employer contributions. Forfeitures remaining in the Plan as of December 31, 2025 and 2024 were immaterial. For the year ended December 31, 2025, there were no forfeitures used to pay administrative expenses.

**Administrative expenses:** The Plan's expenses are paid by either the Plan or Company, as provided by the Plan document. Expenses paid directly by the Company are excluded from these financial statements. Certain expenses incurred with the general administration of the Plan that are paid by the Plan are recorded as deductions in the accompanying financial statements.

**Note 2: Significant accounting policies**

**Basis of accounting:** The accompanying financial statements of the Plan have been prepared using the accrual basis of accounting in accordance with accounting principles generally accepted in the United States of America ("GAAP"). Contributions from participants are recorded when withheld from the participant. Benefit payments to participants are recorded when paid.

**Use of estimates:** The preparation of financial statements in conformity with GAAP requires the Plan administrator to make estimates and assumptions that affect the amounts reported in the financial statements and accompanying notes and schedule. Actual results could differ from those estimates.

**Investment valuation and income recognition:** The Plan's investments are stated at their fair values. The shares of registered investment companies (mutual funds) are valued at quoted market prices, which represent the net asset values of shares held by the Plan at year-end. The money market fund is valued at cost plus accrued interest, which approximates fair value.

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

**Fair value measurements:** The Plan performs fair value measurements in accordance with Financial Accounting Standards Board ("FASB") Accounting Standards Codification ("ASC") 820, Fair Value Measurements and Disclosures. Refer to Note 3 for the fair value measurement disclosures associated with the Plan's investments.

**Net appreciation (depreciation) in fair value of investments:** The earnings, expenses, realized gains or losses, and unrealized appreciation (depreciation) in registered investment companies and other investments are recorded in the accompanying financial statements as net appreciation (depreciation) in fair value of investments.

**Subsequent events:** The Plan has evaluated subsequent events through the date that the financial statements were made available to be issued which is the date of the independent auditors' report.

**Note 3: Fair value**

The Plan performs fair value measurement in accordance with ASC 820 which defines fair value as the price that would be received from selling an asset in an orderly transaction between market participants at the measurement date. The accounting guidance for fair value measurement requires an entity to maximize the use of observable inputs and minimize the use of unobservable inputs when measuring fair value. The standard establishes a fair value hierarchy based on the level of independent, objective evidence surrounding the inputs used to measure fair value. A financial instrument's categorization within the fair value hierarchy is based upon the lowest level of input that is significant to the fair value measurement.

The fair value hierarchy is as follows:

- Level 1: quoted prices in active markets for identical assets or liabilities;

- Level 2: inputs other than Level 1 that are observable, either directly or indirectly, such as quoted prices in active markets for similar assets or liabilities, quoted prices for identical or similar assets or liabilities in markets that are not active, or other inputs that are observable or can be corroborated by observable market data for substantially the full term of the assets or liabilities; or

- Level 3: unobservable inputs that are supported by little or no market activity and that are significant to the fair value of the assets or liabilities.

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

The following table discloses the fair value hierarchy of the Plan's assets by level as of December 31, 2025 and 2024, as determined by the Plan administrator:

| | Level 1 | |
|---|---|---|
| | 2025 | 2024 |
| Mutual funds | $ 31,645,086 | $ 22,718,347 |
| Money market fund | 212,350 | 112,455 |
| Total investments at fair value | $ 31,857,436 | $ 31,857,436 |

The Plan's valuation methodology used to measure the fair value of mutual and money market funds were derived from quoted market prices as substantially all of these instruments have active markets.

**Note 4: Investments**

The Plan administrator has elected the method of compliance as permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Accordingly, as permitted under such election, the Plan administrator instructed the Plan's independent auditors not to perform any auditing procedures with respect to the following information certified by Fidelity, the trustee of the Plan, as complete and accurate, except for comparing such information to information included in the Plan's financial statements and supplemental schedules.

The following information included in the financial statements and supplemental schedule was provided by and certified by the Plan's trustee as complete and accurate:

- Investments as shown in the Statement of Net Assets Available for Benefits as of December 31, 2025 and 2024.

- Notes receivable from participants as shown in the Statement of Net Assets Available for Benefits as of December 31, 2025 and 2024.

- Investment income (loss) and interest income on notes receivable from participants, as shown in the Statement of Changes in Net Assets Available for Benefits for the year presented.

- Schedule H, Line 4i - Schedule of Assets (Held at End of Year) as of December 31, 2025.

**Note 5: Party-in-interest transactions**

**Exempt party-in-interest transactions:** At December 31, 2025 and 2024, the Plan held investments of approximately $29,945,000 and $21,047,000, respectively, in mutual funds managed by Fidelity.

**Nonexempt party-in-interest transactions:** During the year ended December 31, 2025, the Plan sponsor experienced unintentional delays in the remittance of withheld participant contributions to the Plan, which was not considered timely in accordance with Department of Labor ("DOL") regulations. This constitutes a violation under ERISA and is considered a prohibited transaction.

**Note 6: Plan termination**

Although it has not expressed any intent to do so, the Company has the right under the Plan to terminate the Plan subject to the provisions of ERISA. In the event of Plan termination, participants will become 100% vested in their employer contribution account balances.

The accompanying Supplemental Schedule of Delinquent Participant Contributions discloses these non-exempt transactions in accordance with DOL's Rules and Regulations for Reporting and Disclosure under ERISA. Plan Management is in the process of correcting the non-exempt transactions and believes the correction will place the Plan back in compliance with ERISA and DOL regulations.

**Note 7: Income tax status**

The prototype plan adopted by the Plan Sponsor obtained its latest opinion letter on June 30, 2020, in which the Internal Revenue Service stated that the prototype plan, as then designed, was in compliance with the applicable requirements of the IRC. The Plan has not received a separate opinion letter; however, the Plan administrator believes that the prototype plan, as adopted by the sponsor, is operating in compliance with the requirements of the IRC. Therefore, no provision for income taxes has been included in the Plan's financial statements.

**Note 8: Risks and uncertainties**

The Plan provides for investments in various investment securities which, in general, are exposed to various risks, such as interest rate, credit, 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 statement of net assets available for benefits and participant account balances.

**Note 9: Reconciliation of financial statements to Schedule H of Form 5500**

The following is a reconciliation of net assets available for benefits per the financial statements to Schedule H of the Form 5500 at December 31, 2025 and 2024:

| | 2025 | 2024 |
|---|---|---|
| Net assets available for benefits per financial statements | $ 32,161,298 | $ 23,025,798 |
| Less: Contributions receivable from participants | (121,483) | (96,639) |
| Less: Contributions receivable from employer | (50,918) | (43,458) |
| Net assets available for benefits per Form 5500 | $ 31,988,897 | $ 22,885,701 |

The following is a reconciliation of the net increase (decrease) in net assets available for benefits per the financial statements for the year ended December 31, 2025 to Schedule H of the Form 5500:

| | |
|---|---|
| Net increase (decrease) per financial statements | $ 9,135,500 |
| Add: Prior year contributions receivable from participants | 96,639 |
| Add: Prior year contributions receivable from employer | 43,458 |
| Less: Current year contributions receivable from participants | (121,483) |
| Less: Current year contributions receivable from employer | (50,918) |
| Net increase (decrease) per Form 5500 | $ 9,103,196 |

# ALLOY 401(K) PLAN

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

Year Ended December 31, 2025

EIN 47-4492596

PLAN NUMBER: 001

| Participant contributions transferred late to Plan | Contributions not corrected | Contributions corrected outside the Voluntary Fiduciary Correction Program ("VFCP") | Contributions pending correction in VFCP | Total fully corrected under VFCP and PTE 2002-51 |
|---|---|---|---|---|
| 2025 - $825,696 | - | - | 825,696 | - |
| Total | $ - | $ - | $ 825,696 | $ - |

# ALLOY 401(K) PLAN

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

December 31, 2025

EIN 47-4492596

PLAN NUMBER: 001

| (a) Party-In-Interest | (b) Identity of Issue, Borrower, Lessor, or Similar Party | (c) Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value | (e) Current Value |
|---|---|---|---|
| | Mutual funds | | |
| * | Fidelity Total Market Index Fund | Mutual Fund | $ 10,371,250 |
| * | Fidelity International Index Fund | Mutual Fund | 6,228,095 |
| * | Fidelity 500 Index Fund | Mutual Fund | 3,952,516 |
| * | Fidelity Freedom Index 2055 Fund Institutional Premium Class | Mutual Fund | 2,042,421 |
| * | Fidelity Freedom Index 2060 Fund Institutional Premium Class | Mutual Fund | 1,638,438 |
| * | Fidelity U.S. Bond Index Fund | Mutual Fund | 1,420,806 |
| | Cohen & Steers Institutional Realty Shares | Mutual Fund | 1,253,013 |
| * | Fidelity Freedom Index 2050 Fund Institutional Premium Class | Mutual Fund | 1,178,339 |
| * | Fidelity Large Cap Growth Index Fund | Mutual Fund | 773,675 |
| * | Fidelity International Bond Index Fund | Mutual Fund | 522,022 |
| * | Fidelity Freedom Index 2045 Fund Institutional Premium Class | Mutual Fund | 322,584 |
| * | Fidelity Freedom Index 2035 Fund Institutional Premium Class | Mutual Fund | 265,780 |
| * | Fidelity Freedom Index 2070 Fund Institutional Premium Class | Mutual Fund | 241,345 |
| * | Fidelity Mid Cap Index Fund | Mutual Fund | 227,921 |
| | Putnam Large Cap Value Fund Class R6 | Mutual Fund | 206,974 |
| * | Fidelity Freedom Index 2040 Fund Institutional Premium Class | Mutual Fund | 199,820 |
| * | Fidelity Freedom Index 2065 Fund Institutional Premium Class | Mutual Fund | 145,809 |
| * | Fidelity Emerging Markets Index Fund | Mutual Fund | 138,247 |
| * | Fidelity Inflation-Protected Bond Index | Mutual Fund | 137,307 |
| * | Fidelity Small Cap Index Fund | Mutual Fund | 107,405 |
| | Voya Small Cap Growth Fund R6 | Mutual Fund | 46,586 |
| | PIMCO RAE US Small Fund Institutional Class | Mutual Fund | 42,061 |
| | MFS International Equity Fund Class R6 | Mutual Fund | 37,832 |
| | Calvert US Large Cap Core Responsible Index Fund Class R6 | Mutual Fund | 29,271 |
| | American Funds Bond Fund of America Class R-6 | Mutual Fund | 28,934 |
| * | Fidelity Extended Market Index Fund | Mutual Fund | 27,299 |
| | JPMorgan Mid Cap Growth Fund Class R6 | Mutual Fund | 19,592 |
| | PGIM High Yield Fund- Class R6 | Mutual Fund | 13,536 |
| | American Funds New World Fund Class R-6 | Mutual Fund | 11,287 |
| | Principal MidCap Value Fund I Class R-6 | Mutual Fund | 10,899 |
| * | Fidelity Freedom Index 2030 Investor | Mutual Fund | 4,022 |
| | Total mutual funds | | 31,645,086 |
| | Money market fund | | |
| | Gabelli U.S. Treasury Money Market Fund Class I | Money Market Fund | 212,350 |
| | Total investments | | $ 31,857,436 |
| * | Notes receivable from participants | 8.25% - 9.50%, Maturing through 2035 | $ 131,461 |

* A party-in-interest as defined by ERISA

Column (d), cost, has been omitted as all investments are participant directed

# ALLOY 401(K) PLAN

**Financial Statements**
**December 31, 2025 and 2024**

**Together with**
**Independent Auditors' Report**

# ALLOY 401(K) PLAN

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December 31, 2025


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INDEPENDENT AUDITORS' REPORT

To the 401(k) Committee of the
Alloy 401(k) Plan

***Scope and Nature of the ERISA Section 103(a)(3)(C) Audit for the Financial Statements***

We have performed audits of the financial statements of Alloy 401(k) Plan (the "Plan"), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 ("ERISA"), as permitted by ERISA Section 103(a)(3)(C) ("ERISA Section 103(a)(3)(C)" audit). The financial statements comprise the statement of net assets available for benefits as of December 31, 2025 and 2024, and the related statement of changes in net assets available for benefits for the year ended December 31, 2025, and the related notes to the financial statements.

Management, having determined it is permissible in the circumstances, has elected to have the audits of the Plan's financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's ("DOL") 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 DOL'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 year ended December 31, 2025, stating that the certified investment information, as described in Note 4 to the financial statements, is complete and accurate.

***Opinion on the Financial Statements***

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

- the amounts and disclosures in the 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 on the Financial Statements***

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 Auditors' Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the Plan and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our ERISA Section 103(a)(3)(C) audit opinion.

***Responsibilities of Management for the Financial Statements***

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

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for a 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.

***Auditors' Responsibilities for the Audit of the Financial Statements***

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

In performing an audit in accordance with GAAS, we: (a) exercise professional judgment and maintain professional skepticism throughout the audit, (b) 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, (c) obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Plan's internal control. Accordingly, no such opinion is expressed, (d) 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, and (e) conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for a reasonable period of time.

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

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 GAAP.

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 H, line 4a – schedule of delinquent participant contributions for the year ended December 31, 2025 and line 4i - schedule of assets (held at end of year) as of December 31, 2025, are presented for purposes of additional analysis and are not a required part of the financial statements but is supplementary information required by the DOL'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 audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS. For information included in the supplemental schedules that agreed to or are 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 their form and content, are presented in conformity with the DOL'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 DOL'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).



San Ramon, California
October 2, 2026

# ALLOY 401(K) PLAN
## Statement of Net Assets Available for Benefits

| | December 31, 2025 | December 31, 2024 |
|---|---|---|
| Investments, at fair value: | | |
| Mutual funds | $ 31,645,086 | $ 22,718,347 |
| Money market fund | 212,350 | 112,455 |
| Total investments, at fair value | 31,857,436 | 22,830,802 |
| Receivables: | | |
| Notes receivable from participants | 131,461 | 54,899 |
| Participant contributions receivable | 121,483 | 96,639 |
| Employer contributions receivable | 50,918 | 43,458 |
| Total receivables | 303,862 | 194,996 |
| Net assets available for benefits | $ 32,161,298 | $ 23,025,798 |

The accompanying notes are an integral part of these financial statements

# ALLOY 401(K) PLAN

## Statement of Changes in Net Assets Available for Benefits

Year Ended December 31, 2025

| | | |
|---|---|---|
| Additions to net assets attributed to: | | |
| Investment income (loss): | | |
| Net appreciation (depreciation) in fair value of investments | $ | 4,150,494 |
| Dividends and interest | | 600,584 |
| Total investment income | | 4,751,078 |
| Contributions: | | |
| Participants | | 4,013,050 |
| Employer | | 1,740,417 |
| Rollovers | | 1,686,860 |
| Total contributions | | 7,440,327 |
| Other income: | | |
| Interest income on notes receivable from participants | | 8,096 |
| Total addtions | | 12,199,501 |
| Deductions from net assets attributed to: | | |
| Benefits paid to participants | | 2,965,299 |
| Administration and other costs | | 98,702 |
| Total deductions | | 3,064,001 |
| Net increase (decrease) in net assets | | 9,135,500 |
| Net assets available for benefits: | | |
| Beginning of year | | 23,025,798 |
| End of year | $ | 32,161,298 |

The accompanying notes are an integral part of these financial statements

# ALLOY 401(K) PLAN

**Notes to Financial Statements**

December 31, 2025

**Note 1: Description of plan**

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

**General:** The Plan is a defined contribution plan established on January 1, 2019, amended and restated on January 1, 2024, and is subject to the provisions of the Employee Retirement Income Security Act of 1974 ("ERISA"). The Plan provides benefits for all eligible employees of First Mile Group, Inc. (the "Company" or "Plan Sponsor").

The Plan is administered by its sponsor, the Company, who retained the services of Fidelity Management Trust Company ("Fidelity") as the trustee of the Plan's assets, the Plan's record keeper and third-party administrator through December 31, 2025.

**Eligibility:** Except for excluded employees, all employees who have reached 18 years of age are eligible to participate in the plan. Effective January 1, 2024, employees were also required to have completed three months of service are eligible to participate in the Plan. Employees may enter the Plan immediately after meeting the requirements. Excluded employees include those covered by a collective bargaining agreement, residents of Puerto Rico, leased employees, nonresident aliens with no U.S. sourced income, and interns (unless attained the age of 21 and has completed 1,000 hours of service). An employee may elect not to participate in the Plan.

**Participant contributions:** Participants may elect to contribute up to 90% of their eligible compensation, subject to the maximum allowed under section 401(k) of the Internal Revenue Code ("IRC"). Participants who have attained age 50 before the end of the Plan year are eligible to make "catch-up" contributions, subject to statutory limits. Participants are also permitted to deposit into the Plan distributions received from other plans (rollovers). Roth contributions are post-tax contributions of compensation, maintained in separate accounts in the Plan. Participants direct the investment of their account balances into various investment options offered by the Plan. A participant may elect to increase or decrease their percentage as of each entry date defined as the first day of each pay period.

**Employer contributions:** The Company makes matching contributions equal to 100% of the first 4% of the participant's eligible compensation. Employer matching contributions are allocated each pay period. For the year ended December 31, 2025, the Company made matching contributions of approximately $1,740,000. The Company may make discretionary non-elective employer contributions at the end of each Plan year to eligible employees. Such discretionary contributions are allocated to eligible employees based on their percentage of eligible compensation to the total eligible compensation for the contribution period. Employees are eligible if they are employed by the employer on the last day of the Plan year. There were no qualified non-elective contributions made during the year ended December 31, 2025.

**Participant accounts:** Each participant's account is credited with the participant's contribution and allocations of: (a) the Company's contributions, and (b) Plan earnings and is charged with an allocation of administrative expenses. Allocations are based on participant earnings or account balances, as defined. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account at the date immediately preceding the commencement of processing the distribution.

**Investment options:** The Plan provides for investments to be directed by participants into a number of investment options held by the custodian. Participant investment options include a variety of mutual and money market funds. Earnings of each investment fund are allocated to participants' accounts in proportion to each participant's share of that fund.

**Vesting:** Participants become immediately vested in their contributions, including rollovers of funds from other qualified retirement plans and earnings thereon. Employer contributions vest immediately at 100%.

**Notes receivable from participants:** Participants may borrow from their vested account balance a minimum of $1,000, and up to a maximum equal to the lesser of $50,000 or up to 100% of their vested account balance. The notes are secured by the balance in the participant's account and bear interest at market financing rates (prime rate plus 1%). Note terms range from one to five years and may not exceed five years, except for notes used for the purchase of a primary residence, which may extend up to ten years. Principal and interest are paid ratably through payroll deductions. Participants may only have one outstanding note at a time.

**Payment of benefits:** The Plan provides for the payment of benefits to the participant (or, if applicable, the beneficiary) at retirement, disability, death, termination of employment, or financial hardship. Upon termination, participants may elect to leave their account balance in the Plan or receive their total benefits in a lump sum payment equal to the value of the participant's vested interest in their account. Participants with vested account balances of $1,000 or less upon separation will receive a lump sum cash payout and participants with vested account balances ranging from $1,000 to $7,000 will automatically be rolled over to an individual retirement account ("IRA").

As an active participant in the Plan, a participant may, upon attaining age 59 ½, request the distribution of their balance. In addition, a participant may apply for a hardship withdrawal, if they are experiencing an immediate and heavy financial need as defined by the specific criteria in the Plan document.

**Forfeited accounts:** Forfeitures are retained in the Plan and will first be used to pay administrative expenses. Any remaining forfeitures may be used to reduce future employer contributions. Forfeitures remaining in the Plan as of December 31, 2025 and 2024 were immaterial. For the year ended December 31, 2025, there were no forfeitures used to pay administrative expenses.

**Administrative expenses:** The Plan's expenses are paid by either the Plan or Company, as provided by the Plan document. Expenses paid directly by the Company are excluded from these financial statements. Certain expenses incurred with the general administration of the Plan that are paid by the Plan are recorded as deductions in the accompanying financial statements.

**Note 2: Significant accounting policies**

**Basis of accounting:** The accompanying financial statements of the Plan have been prepared using the accrual basis of accounting in accordance with accounting principles generally accepted in the United States of America ("GAAP"). Contributions from participants are recorded when withheld from the participant. Benefit payments to participants are recorded when paid.

**Use of estimates:** The preparation of financial statements in conformity with GAAP requires the Plan administrator to make estimates and assumptions that affect the amounts reported in the financial statements and accompanying notes and schedule. Actual results could differ from those estimates.

**Investment valuation and income recognition:** The Plan's investments are stated at their fair values. The shares of registered investment companies (mutual funds) are valued at quoted market prices, which represent the net asset values of shares held by the Plan at year-end. The money market fund is valued at cost plus accrued interest, which approximates fair value.

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

**Fair value measurements:** The Plan performs fair value measurements in accordance with Financial Accounting Standards Board ("FASB") Accounting Standards Codification ("ASC") 820, Fair Value Measurements and Disclosures. Refer to Note 3 for the fair value measurement disclosures associated with the Plan's investments.

**Net appreciation (depreciation) in fair value of investments:** The earnings, expenses, realized gains or losses, and unrealized appreciation (depreciation) in registered investment companies and other investments are recorded in the accompanying financial statements as net appreciation (depreciation) in fair value of investments.

**Subsequent events:** The Plan has evaluated subsequent events through the date that the financial statements were made available to be issued which is the date of the independent auditors' report.

**Note 3: Fair value**

The Plan performs fair value measurement in accordance with ASC 820 which defines fair value as the price that would be received from selling an asset in an orderly transaction between market participants at the measurement date. The accounting guidance for fair value measurement requires an entity to maximize the use of observable inputs and minimize the use of unobservable inputs when measuring fair value. The standard establishes a fair value hierarchy based on the level of independent, objective evidence surrounding the inputs used to measure fair value. A financial instrument's categorization within the fair value hierarchy is based upon the lowest level of input that is significant to the fair value measurement.

The fair value hierarchy is as follows:

- Level 1: quoted prices in active markets for identical assets or liabilities;

- Level 2: inputs other than Level 1 that are observable, either directly or indirectly, such as quoted prices in active markets for similar assets or liabilities, quoted prices for identical or similar assets or liabilities in markets that are not active, or other inputs that are observable or can be corroborated by observable market data for substantially the full term of the assets or liabilities; or

- Level 3: unobservable inputs that are supported by little or no market activity and that are significant to the fair value of the assets or liabilities.

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

The following table discloses the fair value hierarchy of the Plan's assets by level as of December 31, 2025 and 2024, as determined by the Plan administrator:

| | Level 1 | |
|---|---|---|
| | 2025 | 2024 |
| Mutual funds | $ 31,645,086 | $ 22,718,347 |
| Money market fund | 212,350 | 112,455 |
| Total investments at fair value | $ 31,857,436 | $ 31,857,436 |

The Plan's valuation methodology used to measure the fair value of mutual and money market funds were derived from quoted market prices as substantially all of these instruments have active markets.

**Note 4: Investments**

The Plan administrator has elected the method of compliance as permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Accordingly, as permitted under such election, the Plan administrator instructed the Plan's independent auditors not to perform any auditing procedures with respect to the following information certified by Fidelity, the trustee of the Plan, as complete and accurate, except for comparing such information to information included in the Plan's financial statements and supplemental schedules.

The following information included in the financial statements and supplemental schedule was provided by and certified by the Plan's trustee as complete and accurate:

- Investments as shown in the Statement of Net Assets Available for Benefits as of December 31, 2025 and 2024.

- Notes receivable from participants as shown in the Statement of Net Assets Available for Benefits as of December 31, 2025 and 2024.

- Investment income (loss) and interest income on notes receivable from participants, as shown in the Statement of Changes in Net Assets Available for Benefits for the year presented.

- Schedule H, Line 4i - Schedule of Assets (Held at End of Year) as of December 31, 2025.

**Note 5: Party-in-interest transactions**

**Exempt party-in-interest transactions:** At December 31, 2025 and 2024, the Plan held investments of approximately $29,945,000 and $21,047,000, respectively, in mutual funds managed by Fidelity.

**Nonexempt party-in-interest transactions:** During the year ended December 31, 2025, the Plan sponsor experienced unintentional delays in the remittance of withheld participant contributions to the Plan, which was not considered timely in accordance with Department of Labor ("DOL") regulations. This constitutes a violation under ERISA and is considered a prohibited transaction.

**Note 6: Plan termination**

Although it has not expressed any intent to do so, the Company has the right under the Plan to terminate the Plan subject to the provisions of ERISA. In the event of Plan termination, participants will become 100% vested in their employer contribution account balances.

The accompanying Supplemental Schedule of Delinquent Participant Contributions discloses these non-exempt transactions in accordance with DOL's Rules and Regulations for Reporting and Disclosure under ERISA. Plan Management is in the process of correcting the non-exempt transactions and believes the correction will place the Plan back in compliance with ERISA and DOL regulations.

**Note 7: Income tax status**

The prototype plan adopted by the Plan Sponsor obtained its latest opinion letter on June 30, 2020, in which the Internal Revenue Service stated that the prototype plan, as then designed, was in compliance with the applicable requirements of the IRC. The Plan has not received a separate opinion letter; however, the Plan administrator believes that the prototype plan, as adopted by the sponsor, is operating in compliance with the requirements of the IRC. Therefore, no provision for income taxes has been included in the Plan's financial statements.

**Note 8: Risks and uncertainties**

The Plan provides for investments in various investment securities which, in general, are exposed to various risks, such as interest rate, credit, 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 statement of net assets available for benefits and participant account balances.

**Note 9: Reconciliation of financial statements to Schedule H of Form 5500**

The following is a reconciliation of net assets available for benefits per the financial statements to Schedule H of the Form 5500 at December 31, 2025 and 2024:

| | 2025 | 2024 |
|---|---|---|
| Net assets available for benefits per financial statements | $ 32,161,298 | $ 23,025,798 |
| Less: Contributions receivable from participants | (121,483) | (96,639) |
| Less: Contributions receivable from employer | (50,918) | (43,458) |
| Net assets available for benefits per Form 5500 | $ 31,988,897 | $ 22,885,701 |

The following is a reconciliation of the net increase (decrease) in net assets available for benefits per the financial statements for the year ended December 31, 2025 to Schedule H of the Form 5500:

| | |
|---|---|
| Net increase (decrease) per financial statements | $ 9,135,500 |
| Add: Prior year contributions receivable from participants | 96,639 |
| Add: Prior year contributions receivable from employer | 43,458 |
| Less: Current year contributions receivable from participants | (121,483) |
| Less: Current year contributions receivable from employer | (50,918) |
| Net increase (decrease) per Form 5500 | $ 9,103,196 |

# ALLOY 401(K) PLAN

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

Year Ended December 31, 2025

EIN 47-4492596

PLAN NUMBER: 001

| Participant contributions transferred late to Plan | Contributions not corrected | Contributions corrected outside the Voluntary Fiduciary Correction Program ("VFCP") | Contributions pending correction in VFCP | Total fully corrected under VFCP and PTE 2002-51 |
|---|---|---|---|---|
| 2025 - $825,696 | - | - | 825,696 | - |
| Total | $ - | $ - | $ 825,696 | $ - |

# ALLOY 401(K) PLAN

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

December 31, 2025

EIN 47-4492596

PLAN NUMBER: 001

| (a) Party-In-Interest | (b) Identity of Issue, Borrower, Lessor, or Similar Party | (c) Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value | (e) Current Value |
|---|---|---|---|
| | Mutual funds | | |
| * | Fidelity Total Market Index Fund | Mutual Fund | $ 10,371,250 |
| * | Fidelity International Index Fund | Mutual Fund | 6,228,095 |
| * | Fidelity 500 Index Fund | Mutual Fund | 3,952,516 |
| * | Fidelity Freedom Index 2055 Fund Institutional Premium Class | Mutual Fund | 2,042,421 |
| * | Fidelity Freedom Index 2060 Fund Institutional Premium Class | Mutual Fund | 1,638,438 |
| * | Fidelity U.S. Bond Index Fund | Mutual Fund | 1,420,806 |
| | Cohen & Steers Institutional Realty Shares | Mutual Fund | 1,253,013 |
| * | Fidelity Freedom Index 2050 Fund Institutional Premium Class | Mutual Fund | 1,178,339 |
| * | Fidelity Large Cap Growth Index Fund | Mutual Fund | 773,675 |
| * | Fidelity International Bond Index Fund | Mutual Fund | 522,022 |
| * | Fidelity Freedom Index 2045 Fund Institutional Premium Class | Mutual Fund | 322,584 |
| * | Fidelity Freedom Index 2035 Fund Institutional Premium Class | Mutual Fund | 265,780 |
| * | Fidelity Freedom Index 2070 Fund Institutional Premium Class | Mutual Fund | 241,345 |
| * | Fidelity Mid Cap Index Fund | Mutual Fund | 227,921 |
| | Putnam Large Cap Value Fund Class R6 | Mutual Fund | 206,974 |
| * | Fidelity Freedom Index 2040 Fund Institutional Premium Class | Mutual Fund | 199,820 |
| * | Fidelity Freedom Index 2065 Fund Institutional Premium Class | Mutual Fund | 145,809 |
| * | Fidelity Emerging Markets Index Fund | Mutual Fund | 138,247 |
| * | Fidelity Inflation-Protected Bond Index | Mutual Fund | 137,307 |
| * | Fidelity Small Cap Index Fund | Mutual Fund | 107,405 |
| | Voya Small Cap Growth Fund R6 | Mutual Fund | 46,586 |
| | PIMCO RAE US Small Fund Institutional Class | Mutual Fund | 42,061 |
| | MFS International Equity Fund Class R6 | Mutual Fund | 37,832 |
| | Calvert US Large Cap Core Responsible Index Fund Class R6 | Mutual Fund | 29,271 |
| | American Funds Bond Fund of America Class R-6 | Mutual Fund | 28,934 |
| * | Fidelity Extended Market Index Fund | Mutual Fund | 27,299 |
| | JPMorgan Mid Cap Growth Fund Class R6 | Mutual Fund | 19,592 |
| | PGIM High Yield Fund- Class R6 | Mutual Fund | 13,536 |
| | American Funds New World Fund Class R-6 | Mutual Fund | 11,287 |
| | Principal MidCap Value Fund I Class R-6 | Mutual Fund | 10,899 |
| * | Fidelity Freedom Index 2030 Investor | Mutual Fund | 4,022 |
| | Total mutual funds | | 31,645,086 |
| | Money market fund | | |
| | Gabelli U.S. Treasury Money Market Fund Class I | Money Market Fund | 212,350 |
| | Total investments | | $ 31,857,436 |
| * | Notes receivable from participants | 8.25% - 9.50%, Maturing through 2035 | $ 131,461 |

* A party-in-interest as defined by ERISA

Column (d), cost, has been omitted as all investments are participant directed

# ALLOY 401(K) PLAN

**Financial Statements**
**December 31, 2025 and 2024**

**Together with**
**Independent Auditors' Report**

# ALLOY 401(K) PLAN

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December 31, 2025


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INDEPENDENT AUDITORS' REPORT

To the 401(k) Committee of the
Alloy 401(k) Plan

***Scope and Nature of the ERISA Section 103(a)(3)(C) Audit for the Financial Statements***

We have performed audits of the financial statements of Alloy 401(k) Plan (the "Plan"), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 ("ERISA"), as permitted by ERISA Section 103(a)(3)(C) ("ERISA Section 103(a)(3)(C)" audit). The financial statements comprise the statement of net assets available for benefits as of December 31, 2025 and 2024, and the related statement of changes in net assets available for benefits for the year ended December 31, 2025, and the related notes to the financial statements.

Management, having determined it is permissible in the circumstances, has elected to have the audits of the Plan's financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's ("DOL") 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 DOL'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 year ended December 31, 2025, stating that the certified investment information, as described in Note 4 to the financial statements, is complete and accurate.

***Opinion on the Financial Statements***

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

- the amounts and disclosures in the 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 on the Financial Statements***

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 Auditors' Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the Plan and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our ERISA Section 103(a)(3)(C) audit opinion.

***Responsibilities of Management for the Financial Statements***

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

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for a 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.

***Auditors' Responsibilities for the Audit of the Financial Statements***

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

In performing an audit in accordance with GAAS, we: (a) exercise professional judgment and maintain professional skepticism throughout the audit, (b) 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, (c) obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Plan's internal control. Accordingly, no such opinion is expressed, (d) 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, and (e) conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for a reasonable period of time.

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

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 GAAP.

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 H, line 4a – schedule of delinquent participant contributions for the year ended December 31, 2025 and line 4i - schedule of assets (held at end of year) as of December 31, 2025, are presented for purposes of additional analysis and are not a required part of the financial statements but is supplementary information required by the DOL'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 audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS. For information included in the supplemental schedules that agreed to or are 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 their form and content, are presented in conformity with the DOL'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 DOL'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).



San Ramon, California
October 2, 2026

# ALLOY 401(K) PLAN
## Statement of Net Assets Available for Benefits

| | December 31, 2025 | December 31, 2024 |
|---|---|---|
| Investments, at fair value: | | |
| Mutual funds | $ 31,645,086 | $ 22,718,347 |
| Money market fund | 212,350 | 112,455 |
| Total investments, at fair value | 31,857,436 | 22,830,802 |
| Receivables: | | |
| Notes receivable from participants | 131,461 | 54,899 |
| Participant contributions receivable | 121,483 | 96,639 |
| Employer contributions receivable | 50,918 | 43,458 |
| Total receivables | 303,862 | 194,996 |
| Net assets available for benefits | $ 32,161,298 | $ 23,025,798 |

The accompanying notes are an integral part of these financial statements

# ALLOY 401(K) PLAN

## Statement of Changes in Net Assets Available for Benefits

Year Ended December 31, 2025

| | | |
|---|---|---|
| Additions to net assets attributed to: | | |
| Investment income (loss): | | |
| Net appreciation (depreciation) in fair value of investments | $ | 4,150,494 |
| Dividends and interest | | 600,584 |
| Total investment income | | 4,751,078 |
| Contributions: | | |
| Participants | | 4,013,050 |
| Employer | | 1,740,417 |
| Rollovers | | 1,686,860 |
| Total contributions | | 7,440,327 |
| Other income: | | |
| Interest income on notes receivable from participants | | 8,096 |
| Total addtions | | 12,199,501 |
| Deductions from net assets attributed to: | | |
| Benefits paid to participants | | 2,965,299 |
| Administration and other costs | | 98,702 |
| Total deductions | | 3,064,001 |
| Net increase (decrease) in net assets | | 9,135,500 |
| Net assets available for benefits: | | |
| Beginning of year | | 23,025,798 |
| End of year | $ | 32,161,298 |

The accompanying notes are an integral part of these financial statements

# ALLOY 401(K) PLAN

**Notes to Financial Statements**

December 31, 2025

**Note 1: Description of plan**

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

**General:** The Plan is a defined contribution plan established on January 1, 2019, amended and restated on January 1, 2024, and is subject to the provisions of the Employee Retirement Income Security Act of 1974 ("ERISA"). The Plan provides benefits for all eligible employees of First Mile Group, Inc. (the "Company" or "Plan Sponsor").

The Plan is administered by its sponsor, the Company, who retained the services of Fidelity Management Trust Company ("Fidelity") as the trustee of the Plan's assets, the Plan's record keeper and third-party administrator through December 31, 2025.

**Eligibility:** Except for excluded employees, all employees who have reached 18 years of age are eligible to participate in the plan. Effective January 1, 2024, employees were also required to have completed three months of service are eligible to participate in the Plan. Employees may enter the Plan immediately after meeting the requirements. Excluded employees include those covered by a collective bargaining agreement, residents of Puerto Rico, leased employees, nonresident aliens with no U.S. sourced income, and interns (unless attained the age of 21 and has completed 1,000 hours of service). An employee may elect not to participate in the Plan.

**Participant contributions:** Participants may elect to contribute up to 90% of their eligible compensation, subject to the maximum allowed under section 401(k) of the Internal Revenue Code ("IRC"). Participants who have attained age 50 before the end of the Plan year are eligible to make "catch-up" contributions, subject to statutory limits. Participants are also permitted to deposit into the Plan distributions received from other plans (rollovers). Roth contributions are post-tax contributions of compensation, maintained in separate accounts in the Plan. Participants direct the investment of their account balances into various investment options offered by the Plan. A participant may elect to increase or decrease their percentage as of each entry date defined as the first day of each pay period.

**Employer contributions:** The Company makes matching contributions equal to 100% of the first 4% of the participant's eligible compensation. Employer matching contributions are allocated each pay period. For the year ended December 31, 2025, the Company made matching contributions of approximately $1,740,000. The Company may make discretionary non-elective employer contributions at the end of each Plan year to eligible employees. Such discretionary contributions are allocated to eligible employees based on their percentage of eligible compensation to the total eligible compensation for the contribution period. Employees are eligible if they are employed by the employer on the last day of the Plan year. There were no qualified non-elective contributions made during the year ended December 31, 2025.

**Participant accounts:** Each participant's account is credited with the participant's contribution and allocations of: (a) the Company's contributions, and (b) Plan earnings and is charged with an allocation of administrative expenses. Allocations are based on participant earnings or account balances, as defined. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account at the date immediately preceding the commencement of processing the distribution.

**Investment options:** The Plan provides for investments to be directed by participants into a number of investment options held by the custodian. Participant investment options include a variety of mutual and money market funds. Earnings of each investment fund are allocated to participants' accounts in proportion to each participant's share of that fund.

**Vesting:** Participants become immediately vested in their contributions, including rollovers of funds from other qualified retirement plans and earnings thereon. Employer contributions vest immediately at 100%.

**Notes receivable from participants:** Participants may borrow from their vested account balance a minimum of $1,000, and up to a maximum equal to the lesser of $50,000 or up to 100% of their vested account balance. The notes are secured by the balance in the participant's account and bear interest at market financing rates (prime rate plus 1%). Note terms range from one to five years and may not exceed five years, except for notes used for the purchase of a primary residence, which may extend up to ten years. Principal and interest are paid ratably through payroll deductions. Participants may only have one outstanding note at a time.

**Payment of benefits:** The Plan provides for the payment of benefits to the participant (or, if applicable, the beneficiary) at retirement, disability, death, termination of employment, or financial hardship. Upon termination, participants may elect to leave their account balance in the Plan or receive their total benefits in a lump sum payment equal to the value of the participant's vested interest in their account. Participants with vested account balances of $1,000 or less upon separation will receive a lump sum cash payout and participants with vested account balances ranging from $1,000 to $7,000 will automatically be rolled over to an individual retirement account ("IRA").

As an active participant in the Plan, a participant may, upon attaining age 59 ½, request the distribution of their balance. In addition, a participant may apply for a hardship withdrawal, if they are experiencing an immediate and heavy financial need as defined by the specific criteria in the Plan document.

**Forfeited accounts:** Forfeitures are retained in the Plan and will first be used to pay administrative expenses. Any remaining forfeitures may be used to reduce future employer contributions. Forfeitures remaining in the Plan as of December 31, 2025 and 2024 were immaterial. For the year ended December 31, 2025, there were no forfeitures used to pay administrative expenses.

**Administrative expenses:** The Plan's expenses are paid by either the Plan or Company, as provided by the Plan document. Expenses paid directly by the Company are excluded from these financial statements. Certain expenses incurred with the general administration of the Plan that are paid by the Plan are recorded as deductions in the accompanying financial statements.

**Note 2: Significant accounting policies**

**Basis of accounting:** The accompanying financial statements of the Plan have been prepared using the accrual basis of accounting in accordance with accounting principles generally accepted in the United States of America ("GAAP"). Contributions from participants are recorded when withheld from the participant. Benefit payments to participants are recorded when paid.

**Use of estimates:** The preparation of financial statements in conformity with GAAP requires the Plan administrator to make estimates and assumptions that affect the amounts reported in the financial statements and accompanying notes and schedule. Actual results could differ from those estimates.

**Investment valuation and income recognition:** The Plan's investments are stated at their fair values. The shares of registered investment companies (mutual funds) are valued at quoted market prices, which represent the net asset values of shares held by the Plan at year-end. The money market fund is valued at cost plus accrued interest, which approximates fair value.

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

**Fair value measurements:** The Plan performs fair value measurements in accordance with Financial Accounting Standards Board ("FASB") Accounting Standards Codification ("ASC") 820, Fair Value Measurements and Disclosures. Refer to Note 3 for the fair value measurement disclosures associated with the Plan's investments.

**Net appreciation (depreciation) in fair value of investments:** The earnings, expenses, realized gains or losses, and unrealized appreciation (depreciation) in registered investment companies and other investments are recorded in the accompanying financial statements as net appreciation (depreciation) in fair value of investments.

**Subsequent events:** The Plan has evaluated subsequent events through the date that the financial statements were made available to be issued which is the date of the independent auditors' report.

**Note 3: Fair value**

The Plan performs fair value measurement in accordance with ASC 820 which defines fair value as the price that would be received from selling an asset in an orderly transaction between market participants at the measurement date. The accounting guidance for fair value measurement requires an entity to maximize the use of observable inputs and minimize the use of unobservable inputs when measuring fair value. The standard establishes a fair value hierarchy based on the level of independent, objective evidence surrounding the inputs used to measure fair value. A financial instrument's categorization within the fair value hierarchy is based upon the lowest level of input that is significant to the fair value measurement.

The fair value hierarchy is as follows:

- Level 1: quoted prices in active markets for identical assets or liabilities;

- Level 2: inputs other than Level 1 that are observable, either directly or indirectly, such as quoted prices in active markets for similar assets or liabilities, quoted prices for identical or similar assets or liabilities in markets that are not active, or other inputs that are observable or can be corroborated by observable market data for substantially the full term of the assets or liabilities; or

- Level 3: unobservable inputs that are supported by little or no market activity and that are significant to the fair value of the assets or liabilities.

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

The following table discloses the fair value hierarchy of the Plan's assets by level as of December 31, 2025 and 2024, as determined by the Plan administrator:

| | Level 1 | |
|---|---|---|
| | 2025 | 2024 |
| Mutual funds | $ 31,645,086 | $ 22,718,347 |
| Money market fund | 212,350 | 112,455 |
| Total investments at fair value | $ 31,857,436 | $ 31,857,436 |

The Plan's valuation methodology used to measure the fair value of mutual and money market funds were derived from quoted market prices as substantially all of these instruments have active markets.

**Note 4: Investments**

The Plan administrator has elected the method of compliance as permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Accordingly, as permitted under such election, the Plan administrator instructed the Plan's independent auditors not to perform any auditing procedures with respect to the following information certified by Fidelity, the trustee of the Plan, as complete and accurate, except for comparing such information to information included in the Plan's financial statements and supplemental schedules.

The following information included in the financial statements and supplemental schedule was provided by and certified by the Plan's trustee as complete and accurate:

- Investments as shown in the Statement of Net Assets Available for Benefits as of December 31, 2025 and 2024.

- Notes receivable from participants as shown in the Statement of Net Assets Available for Benefits as of December 31, 2025 and 2024.

- Investment income (loss) and interest income on notes receivable from participants, as shown in the Statement of Changes in Net Assets Available for Benefits for the year presented.

- Schedule H, Line 4i - Schedule of Assets (Held at End of Year) as of December 31, 2025.

**Note 5: Party-in-interest transactions**

**Exempt party-in-interest transactions:** At December 31, 2025 and 2024, the Plan held investments of approximately $29,945,000 and $21,047,000, respectively, in mutual funds managed by Fidelity.

**Nonexempt party-in-interest transactions:** During the year ended December 31, 2025, the Plan sponsor experienced unintentional delays in the remittance of withheld participant contributions to the Plan, which was not considered timely in accordance with Department of Labor ("DOL") regulations. This constitutes a violation under ERISA and is considered a prohibited transaction.

**Note 6: Plan termination**

Although it has not expressed any intent to do so, the Company has the right under the Plan to terminate the Plan subject to the provisions of ERISA. In the event of Plan termination, participants will become 100% vested in their employer contribution account balances.

The accompanying Supplemental Schedule of Delinquent Participant Contributions discloses these non-exempt transactions in accordance with DOL's Rules and Regulations for Reporting and Disclosure under ERISA. Plan Management is in the process of correcting the non-exempt transactions and believes the correction will place the Plan back in compliance with ERISA and DOL regulations.

**Note 7: Income tax status**

The prototype plan adopted by the Plan Sponsor obtained its latest opinion letter on June 30, 2020, in which the Internal Revenue Service stated that the prototype plan, as then designed, was in compliance with the applicable requirements of the IRC. The Plan has not received a separate opinion letter; however, the Plan administrator believes that the prototype plan, as adopted by the sponsor, is operating in compliance with the requirements of the IRC. Therefore, no provision for income taxes has been included in the Plan's financial statements.

**Note 8: Risks and uncertainties**

The Plan provides for investments in various investment securities which, in general, are exposed to various risks, such as interest rate, credit, 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 statement of net assets available for benefits and participant account balances.

**Note 9: Reconciliation of financial statements to Schedule H of Form 5500**

The following is a reconciliation of net assets available for benefits per the financial statements to Schedule H of the Form 5500 at December 31, 2025 and 2024:

| | 2025 | 2024 |
|---|---|---|
| Net assets available for benefits per financial statements | $ 32,161,298 | $ 23,025,798 |
| Less: Contributions receivable from participants | (121,483) | (96,639) |
| Less: Contributions receivable from employer | (50,918) | (43,458) |
| Net assets available for benefits per Form 5500 | $ 31,988,897 | $ 22,885,701 |

The following is a reconciliation of the net increase (decrease) in net assets available for benefits per the financial statements for the year ended December 31, 2025 to Schedule H of the Form 5500:

| | |
|---|---|
| Net increase (decrease) per financial statements | $ 9,135,500 |
| Add: Prior year contributions receivable from participants | 96,639 |
| Add: Prior year contributions receivable from employer | 43,458 |
| Less: Current year contributions receivable from participants | (121,483) |
| Less: Current year contributions receivable from employer | (50,918) |
| Net increase (decrease) per Form 5500 | $ 9,103,196 |

# ALLOY 401(K) PLAN

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

Year Ended December 31, 2025

EIN 47-4492596

PLAN NUMBER: 001

| Participant contributions transferred late to Plan | Contributions not corrected | Contributions corrected outside the Voluntary Fiduciary Correction Program ("VFCP") | Contributions pending correction in VFCP | Total fully corrected under VFCP and PTE 2002-51 |
|---|---|---|---|---|
| 2025 - $825,696 | - | - | 825,696 | - |
| Total | $ - | $ - | $ 825,696 | $ - |

# ALLOY 401(K) PLAN

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

December 31, 2025

EIN 47-4492596

PLAN NUMBER: 001

| (a) Party-In-Interest | (b) Identity of Issue, Borrower, Lessor, or Similar Party | (c) Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value | (e) Current Value |
|---|---|---|---|
| | Mutual funds | | |
| * | Fidelity Total Market Index Fund | Mutual Fund | $ 10,371,250 |
| * | Fidelity International Index Fund | Mutual Fund | 6,228,095 |
| * | Fidelity 500 Index Fund | Mutual Fund | 3,952,516 |
| * | Fidelity Freedom Index 2055 Fund Institutional Premium Class | Mutual Fund | 2,042,421 |
| * | Fidelity Freedom Index 2060 Fund Institutional Premium Class | Mutual Fund | 1,638,438 |
| * | Fidelity U.S. Bond Index Fund | Mutual Fund | 1,420,806 |
| | Cohen & Steers Institutional Realty Shares | Mutual Fund | 1,253,013 |
| * | Fidelity Freedom Index 2050 Fund Institutional Premium Class | Mutual Fund | 1,178,339 |
| * | Fidelity Large Cap Growth Index Fund | Mutual Fund | 773,675 |
| * | Fidelity International Bond Index Fund | Mutual Fund | 522,022 |
| * | Fidelity Freedom Index 2045 Fund Institutional Premium Class | Mutual Fund | 322,584 |
| * | Fidelity Freedom Index 2035 Fund Institutional Premium Class | Mutual Fund | 265,780 |
| * | Fidelity Freedom Index 2070 Fund Institutional Premium Class | Mutual Fund | 241,345 |
| * | Fidelity Mid Cap Index Fund | Mutual Fund | 227,921 |
| | Putnam Large Cap Value Fund Class R6 | Mutual Fund | 206,974 |
| * | Fidelity Freedom Index 2040 Fund Institutional Premium Class | Mutual Fund | 199,820 |
| * | Fidelity Freedom Index 2065 Fund Institutional Premium Class | Mutual Fund | 145,809 |
| * | Fidelity Emerging Markets Index Fund | Mutual Fund | 138,247 |
| * | Fidelity Inflation-Protected Bond Index | Mutual Fund | 137,307 |
| * | Fidelity Small Cap Index Fund | Mutual Fund | 107,405 |
| | Voya Small Cap Growth Fund R6 | Mutual Fund | 46,586 |
| | PIMCO RAE US Small Fund Institutional Class | Mutual Fund | 42,061 |
| | MFS International Equity Fund Class R6 | Mutual Fund | 37,832 |
| | Calvert US Large Cap Core Responsible Index Fund Class R6 | Mutual Fund | 29,271 |
| | American Funds Bond Fund of America Class R-6 | Mutual Fund | 28,934 |
| * | Fidelity Extended Market Index Fund | Mutual Fund | 27,299 |
| | JPMorgan Mid Cap Growth Fund Class R6 | Mutual Fund | 19,592 |
| | PGIM High Yield Fund- Class R6 | Mutual Fund | 13,536 |
| | American Funds New World Fund Class R-6 | Mutual Fund | 11,287 |
| | Principal MidCap Value Fund I Class R-6 | Mutual Fund | 10,899 |
| * | Fidelity Freedom Index 2030 Investor | Mutual Fund | 4,022 |
| | Total mutual funds | | 31,645,086 |
| | Money market fund | | |
| | Gabelli U.S. Treasury Money Market Fund Class I | Money Market Fund | 212,350 |
| | Total investments | | $ 31,857,436 |
| * | Notes receivable from participants | 8.25% - 9.50%, Maturing through 2035 | $ 131,461 |

* A party-in-interest as defined by ERISA

Column (d), cost, has been omitted as all investments are participant directed