

|                                                                                                                                                                                                                          |                                                                                                                                                                                                                                                                                                                                                                                               |                                                                                                               |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------|
| <div>Form 5500</div> <div>Department of the Treasury<br/>Internal Revenue Service</div> <div>Department of Labor<br/>Employee Benefits Security<br/>Administration</div> <div>Pension Benefit Guaranty Corporation</div> | <div>Annual Return/Report of Employee Benefit Plan</div> <div>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).</div> <div>▶ Complete all entries in accordance with the instructions to the Form 5500.</div> | <div>OMB Nos. 1210-0110<br/>1210-0089</div> <div>2022</div> <div>This Form is Open to Public Inspection</div> |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------|

|                                                                                            |                                                                                                                                                                                                                                                                                                                                                                                                                   |
|--------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Part I                                                                                     | Annual Report Identification Information                                                                                                                                                                                                                                                                                                                                                                          |
| For calendar plan year 2022 or fiscal plan year beginning 01/01/2022 and ending 12/31/2022 |                                                                                                                                                                                                                                                                                                                                                                                                                   |
| A                                                                                          | This return/report is for:<br><div><input type="checkbox"/> a multiemployer plan</div> <div><input type="checkbox"/> a multiple-employer plan (Filers checking this box must attach a list of participating employer information in accordance with the form instructions.)</div> <div><input checked="" type="checkbox"/> a single-employer plan</div> <div><input type="checkbox"/> a DFE (specify) _____</div> |
| B                                                                                          | This return/report is:<br><div><input type="checkbox"/> the first return/report</div> <div><input type="checkbox"/> the final return/report</div> <div><input type="checkbox"/> an amended return/report</div> <div><input type="checkbox"/> a short plan year return/report (less than 12 months)</div>                                                                                                          |
| C                                                                                          | If the plan is a collectively-bargained plan, check here. .... ▶ <input type="checkbox"/>                                                                                                                                                                                                                                                                                                                         |
| D                                                                                          | Check box if filing under:<br><div><input checked="" type="checkbox"/> Form 5558</div> <div><input type="checkbox"/> automatic extension</div> <div><input type="checkbox"/> the DFVC program</div> <div><input type="checkbox"/> special extension (enter description)</div>                                                                                                                                     |
| E                                                                                          | If this is a retroactively adopted plan permitted by SECURE Act section 201, check here. .... ▶ <input type="checkbox"/>                                                                                                                                                                                                                                                                                          |

|         |                                                                                                                                                                                                                                                                                                                       |
|---------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Part II | Basic Plan Information—enter all requested information                                                                                                                                                                                                                                                                |
| 1a      | Name of plan<br>MARY KAY INC. PROFIT SHARING AND 401(K) PLAN                                                                                                                                                                                                                                                          |
| 1b      | Three-digit plan number (PN) ▶ 001                                                                                                                                                                                                                                                                                    |
| 1c      | Effective date of plan<br>12/03/1965                                                                                                                                                                                                                                                                                  |
| 2a      | Plan sponsor's name (employer, if for a single-employer plan)<br>Mailing address (include room, apt., suite no. and street, or P.O. Box)<br>City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions)<br>MARY KAY INC.<br><br>16251 DALLAS PARKWAY<br>ADDISON, TX 75001 |
| 2b      | Employer Identification Number (EIN)<br>75-1151701                                                                                                                                                                                                                                                                    |
| 2c      | Plan Sponsor's telephone number<br>972-687-6300                                                                                                                                                                                                                                                                       |
| 2d      | Business code (see instructions)<br>325900                                                                                                                                                                                                                                                                            |

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. | 09/07/2023 | PATRICK CARGO                                                |
|           | 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                      |

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

Form 5500 (2022)  
v. 220413

|                                                                                                                                                                                                                                                                                                                                                                                                                            |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                                            |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------|
| <b>3a</b> Plan administrator's name and address <input checked="" type="checkbox"/> Same as Plan Sponsor                                                                                                                                                                                                                                                                                                                   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | <b>3b</b> Administrator's EIN              |
|                                                                                                                                                                                                                                                                                                                                                                                                                            |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | <b>3c</b> Administrator's telephone number |
|                                                                                                                                                                                                                                                                                                                                                                                                                            |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                                            |
| <b>4</b> 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:<br><b>a</b> Sponsor's name<br><b>c</b> Plan Name                                                                                                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | <b>4b</b> EIN<br><br><b>4d</b> PN          |
| <b>5</b> Total number of participants at the beginning of the plan year                                                                                                                                                                                                                                                                                                                                                    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | <b>5</b> 2413                              |
| <b>6</b> Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines <b>6a(1)</b> , <b>6a(2)</b> , <b>6b</b> , <b>6c</b> , and <b>6d</b> ).                                                                                                                                                                                                                           |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                                            |
| <b>a(1)</b> Total number of active participants at the beginning of the plan year .....                                                                                                                                                                                                                                                                                                                                    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | <b>6a(1)</b> 1843                          |
| <b>a(2)</b> Total number of active participants at the end of the plan year .....                                                                                                                                                                                                                                                                                                                                          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | <b>6a(2)</b> 1770                          |
| <b>b</b> Retired or separated participants receiving benefits .....                                                                                                                                                                                                                                                                                                                                                        |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | <b>6b</b> 9                                |
| <b>c</b> Other retired or separated participants entitled to future benefits.....                                                                                                                                                                                                                                                                                                                                          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | <b>6c</b> 556                              |
| <b>d</b> Subtotal. Add lines <b>6a(2)</b> , <b>6b</b> , and <b>6c</b> .....                                                                                                                                                                                                                                                                                                                                                |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | <b>6d</b> 2335                             |
| <b>e</b> Deceased participants whose beneficiaries are receiving or are entitled to receive benefits. ....                                                                                                                                                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | <b>6e</b> 12                               |
| <b>f</b> Total. Add lines <b>6d</b> and <b>6e</b> .....                                                                                                                                                                                                                                                                                                                                                                    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | <b>6f</b> 2347                             |
| <b>g</b> Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item).....                                                                                                                                                                                                                                                                             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | <b>6g</b> 2332                             |
| <b>h</b> Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested.....                                                                                                                                                                                                                                                                                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | <b>6h</b> 36                               |
| <b>7</b> Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item) .....                                                                                                                                                                                                                                                                                       |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | <b>7</b>                                   |
| <b>8a</b> If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions:<br>2E 2H 2J 2K 2S 2T 3H                                                                                                                                                                                                                                       |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                                            |
| <b>b</b> If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristics Codes in the instructions:                                                                                                                                                                                                                                                                |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                                            |
| <b>9a</b> Plan funding arrangement (check all that apply)<br>(1) <input checked="" type="checkbox"/> Insurance<br>(2) <input type="checkbox"/> Code section 412(e)(3) insurance contracts<br>(3) <input checked="" type="checkbox"/> Trust<br>(4) <input type="checkbox"/> General assets of the sponsor                                                                                                                   | <b>9b</b> Plan benefit arrangement (check all that apply)<br>(1) <input checked="" type="checkbox"/> Insurance<br>(2) <input type="checkbox"/> Code section 412(e)(3) insurance contracts<br>(3) <input checked="" type="checkbox"/> Trust<br>(4) <input type="checkbox"/> General assets of the sponsor                                                                                                                                                                                                                         |                                            |
| <b>10</b> Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)                                                                                                                                                                                                                                                          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                                            |
| <b>a Pension Schedules</b><br>(1) <input checked="" type="checkbox"/> <b>R</b> (Retirement Plan Information)<br><br>(2) <input type="checkbox"/> <b>MB</b> (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary<br><br>(3) <input type="checkbox"/> <b>SB</b> (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary | <b>b General Schedules</b><br>(1) <input checked="" type="checkbox"/> <b>H</b> (Financial Information)<br>(2) <input type="checkbox"/> <b>I</b> (Financial Information – Small Plan)<br>(3) <input checked="" type="checkbox"/> <b>1</b> <b>A</b> (Insurance Information)<br>(4) <input checked="" type="checkbox"/> <b>C</b> (Service Provider Information)<br>(5) <input checked="" type="checkbox"/> <b>D</b> (DFE/Participating Plan Information)<br>(6) <input type="checkbox"/> <b>G</b> (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 2022 Form M-1 annual report. If the plan was not required to file the 2022 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 \_\_\_\_\_

|                                                                                                                                                                                                                                         |                                                                                                                                                                                                                                                                                                                                    |                                                                                                |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------|
| <div>SCHEDULE A<br/>(Form 5500)<br/><div>Department of the Treasury<br/>Internal Revenue Service</div><div>Department of Labor<br/>Employee Benefits Security Administration</div><div>Pension Benefit Guaranty Corporation</div></div> | <div>Insurance Information</div> <div>This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA).</div> <div>▶ File as an attachment to Form 5500.</div> <div>▶ Insurance companies are required to provide the information pursuant to ERISA section 103(a)(2).</div> | <div>OMB No. 1210-0110</div> <div>2022</div> <div>This Form is Open to Public Inspection</div> |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------|

|                                                                                            |                                                      |
|--------------------------------------------------------------------------------------------|------------------------------------------------------|
| For calendar plan year 2022 or fiscal plan year beginning 01/01/2022 and ending 12/31/2022 |                                                      |
| A Name of plan<br>MARY KAY INC. PROFIT SHARING AND 401(K) PLAN                             | B Three-digit plan number (PN) ▶ 001                 |
| C Plan sponsor's name as shown on line 2a of Form 5500<br>MARY KAY INC.                    | D Employer Identification Number (EIN)<br>75-1151701 |

|        |                                                                           |                                                                                                                                                                    |
|--------|---------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Part I | Information Concerning Insurance Contract Coverage, Fees, and Commissions | Provide information for each contract on a separate Schedule A. Individual contracts grouped as a unit in Parts II and III can be reported on a single Schedule A. |
|--------|---------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------|

1 Coverage Information:

|                                                                  |
|------------------------------------------------------------------|
| (a) Name of insurance carrier<br>NEW YORK LIFE INSURANCE COMPANY |
|------------------------------------------------------------------|

| (b) EIN    | (c) NAIC code | (d) Contract or identification number | (e) Approximate number of persons covered at end of policy or contract year | Policy or contract year |            |
|------------|---------------|---------------------------------------|-----------------------------------------------------------------------------|-------------------------|------------|
|            |               |                                       |                                                                             | (f) From                | (g) To     |
| 13-5582869 | 66915         | GA31564                               | 420                                                                         | 01/01/2022              | 12/31/2022 |

2 Insurance fee and commission information. Enter the total fees and total commissions paid. List in line 3 the agents, brokers, and other persons in descending order of the amount paid.

|                                      |                               |
|--------------------------------------|-------------------------------|
| (a) Total amount of commissions paid | (b) Total amount of fees paid |
|                                      |                               |

3 Persons receiving commissions and fees. (Complete as many entries as needed to report all persons).

|                                                                                                  |
|--------------------------------------------------------------------------------------------------|
| (a) Name and address of the agent, broker, or other person to whom commissions or fees were paid |
|--------------------------------------------------------------------------------------------------|

| (b) Amount of sales and base commissions paid | Fees and other commissions paid |             | (e) Organization code |
|-----------------------------------------------|---------------------------------|-------------|-----------------------|
|                                               | (c) Amount                      | (d) Purpose |                       |
|                                               |                                 |             |                       |

|                                                                                                  |
|--------------------------------------------------------------------------------------------------|
| (a) Name and address of the agent, broker, or other person to whom commissions or fees were paid |
|--------------------------------------------------------------------------------------------------|

| (b) Amount of sales and base commissions paid | Fees and other commissions paid |             | (e) Organization code |
|-----------------------------------------------|---------------------------------|-------------|-----------------------|
|                                               | (c) Amount                      | (d) Purpose |                       |
|                                               |                                 |             |                       |

---

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

---

| (b) Amount of sales and base commissions paid | Fees and other commissions paid |             | (e) Organization code |
|-----------------------------------------------|---------------------------------|-------------|-----------------------|
|                                               | (c) Amount                      | (d) Purpose |                       |
|                                               |                                 |             |                       |

---

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

---

| (b) Amount of sales and base commissions paid | Fees and other commissions paid |             | (e) Organization code |
|-----------------------------------------------|---------------------------------|-------------|-----------------------|
|                                               | (c) Amount                      | (d) Purpose |                       |
|                                               |                                 |             |                       |

---

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

---

| (b) Amount of sales and base commissions paid | Fees and other commissions paid |             | (e) Organization code |
|-----------------------------------------------|---------------------------------|-------------|-----------------------|
|                                               | (c) Amount                      | (d) Purpose |                       |
|                                               |                                 |             |                       |

---

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

---

| (b) Amount of sales and base commissions paid | Fees and other commissions paid |             | (e) Organization code |
|-----------------------------------------------|---------------------------------|-------------|-----------------------|
|                                               | (c) Amount                      | (d) Purpose |                       |
|                                               |                                 |             |                       |

---

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

---

| (b) Amount of sales and base commissions paid | Fees and other commissions paid |             | (e) Organization code |
|-----------------------------------------------|---------------------------------|-------------|-----------------------|
|                                               | (c) Amount                      | (d) Purpose |                       |
|                                               |                                 |             |                       |

**Part II Investment and Annuity Contract Information**

Where individual contracts are provided, the entire group of such individual contracts with each carrier may be treated as a unit for purposes of this report.

|          |                                                                                              |          |                 |
|----------|----------------------------------------------------------------------------------------------|----------|-----------------|
| <b>4</b> | Current value of plan's interest under this contract in the general account at year end..... | <b>4</b> | <b>0</b>        |
| <b>5</b> | Current value of plan's interest under this contract in separate accounts at year end.....   | <b>5</b> | <b>31479412</b> |

**6 Contracts With Allocated Funds:****a** State the basis of premium rates ▶

|          |                                                                                                                                                                                                      |           |  |
|----------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|--|
| <b>b</b> | Premiums paid to carrier .....                                                                                                                                                                       | <b>6b</b> |  |
| <b>c</b> | Premiums due but unpaid at the end of the year .....                                                                                                                                                 | <b>6c</b> |  |
| <b>d</b> | If the carrier, service, or other organization incurred any specific costs in connection with the acquisition or retention of the contract or policy, enter amount.....<br>Specify nature of costs ▶ | <b>6d</b> |  |

**e** Type of contract: (1) ☐ individual policies (2) ☐ group deferred annuity  
(3) ☐ other (specify) ▶

**f** If contract purchased, in whole or in part, to distribute benefits from a terminating plan, check here ▶ ☐**7 Contracts With Unallocated Funds (Do not include portions of these contracts maintained in separate accounts)**

**a** Type of contract: (1) ☐ deposit administration (2) ☐ immediate participation guarantee  
(3) ☐ guaranteed investment (4) ☐ other ▶

|          |                                               |           |          |
|----------|-----------------------------------------------|-----------|----------|
| <b>b</b> | Balance at the end of the previous year ..... | <b>7b</b> | <b>0</b> |
|----------|-----------------------------------------------|-----------|----------|

|          |                                                              |              |  |  |
|----------|--------------------------------------------------------------|--------------|--|--|
| <b>c</b> | Additions: (1) Contributions deposited during the year ..... | <b>7c(1)</b> |  |  |
|          | (2) Dividends and credits .....                              | <b>7c(2)</b> |  |  |
|          | (3) Interest credited during the year .....                  | <b>7c(3)</b> |  |  |
|          | (4) Transferred from separate account .....                  | <b>7c(4)</b> |  |  |
|          | (5) Other (specify below) .....                              | <b>7c(5)</b> |  |  |

|                           |              |          |
|---------------------------|--------------|----------|
| (6) Total additions ..... | <b>7c(6)</b> | <b>0</b> |
|---------------------------|--------------|----------|

|          |                                                                              |           |          |
|----------|------------------------------------------------------------------------------|-----------|----------|
| <b>d</b> | Total of balance and additions (add lines <b>7b</b> and <b>7c(6)</b> ) ..... | <b>7d</b> | <b>0</b> |
|----------|------------------------------------------------------------------------------|-----------|----------|

**e** Deductions:

|                                                                                 |              |  |  |
|---------------------------------------------------------------------------------|--------------|--|--|
| (1) Disbursed from fund to pay benefits or purchase annuities during year ..... | <b>7e(1)</b> |  |  |
| (2) Administration charge made by carrier .....                                 | <b>7e(2)</b> |  |  |
| (3) Transferred to separate account .....                                       | <b>7e(3)</b> |  |  |
| (4) Other (specify below) .....                                                 | <b>7e(4)</b> |  |  |

|                            |              |          |
|----------------------------|--------------|----------|
| (5) Total deductions ..... | <b>7e(5)</b> | <b>0</b> |
|----------------------------|--------------|----------|

|          |                                                                                                |           |          |
|----------|------------------------------------------------------------------------------------------------|-----------|----------|
| <b>f</b> | Balance at the end of the current year (subtract line <b>7e(5)</b> from line <b>7d</b> ) ..... | <b>7f</b> | <b>0</b> |
|----------|------------------------------------------------------------------------------------------------|-----------|----------|

**Part III Welfare Benefit Contract Information**

If more than one contract covers the same group of employees of the same employer(s) or members of the same employee organizations(s), the information may be combined for reporting purposes if such contracts are experience-rated as a unit. Where contracts cover individual employees, the entire group of such individual contracts with each carrier may be treated as a unit for purposes of this report.

**8** Benefit and contract type (check all applicable boxes)

- a** ☐ Health (other than dental or vision)     
 **b** ☐ Dental     
 **c** ☐ Vision     
 **d** ☐ Life insurance  
**e** ☐ Temporary disability (accident and sickness)     
 **f** ☐ Long-term disability     
 **g** ☐ Supplemental unemployment     
 **h** ☐ Prescription drug  
**i** ☐ Stop loss (large deductible)     
 **j** ☐ HMO contract     
 **k** ☐ PPO contract     
 **l** ☐ Indemnity contract  
**m** ☐ Other (specify) ▶

**9** Experience-rated contracts:

|                                                                                                                                                    |                 |                 |   |
|----------------------------------------------------------------------------------------------------------------------------------------------------|-----------------|-----------------|---|
| <b>a</b> Premiums: (1) Amount received .....                                                                                                       | <b>9a(1)</b>    |                 |   |
| (2) Increase (decrease) in amount due but unpaid .....                                                                                             | <b>9a(2)</b>    |                 |   |
| (3) Increase (decrease) in unearned premium reserve.....                                                                                           | <b>9a(3)</b>    |                 |   |
| (4) Earned ((1) + (2) - (3)).....                                                                                                                  |                 | <b>9a(4)</b>    | 0 |
| <b>b</b> Benefit charges (1) Claims paid.....                                                                                                      | <b>9b(1)</b>    |                 |   |
| (2) Increase (decrease) in claim reserves .....                                                                                                    | <b>9b(2)</b>    |                 |   |
| (3) Incurred claims (add (1) and (2)).....                                                                                                         |                 | <b>9b(3)</b>    | 0 |
| (4) Claims charged .....                                                                                                                           |                 | <b>9b(4)</b>    |   |
| <b>c</b> Remainder of premium: (1) Retention charges (on an accrual basis) --                                                                      |                 |                 |   |
| (A) Commissions .....                                                                                                                              | <b>9c(1)(A)</b> |                 |   |
| (B) Administrative service or other fees .....                                                                                                     | <b>9c(1)(B)</b> |                 |   |
| (C) Other specific acquisition costs.....                                                                                                          | <b>9c(1)(C)</b> |                 |   |
| (D) Other expenses .....                                                                                                                           | <b>9c(1)(D)</b> |                 |   |
| (E) Taxes .....                                                                                                                                    | <b>9c(1)(E)</b> |                 |   |
| (F) Charges for risks or other contingencies .....                                                                                                 | <b>9c(1)(F)</b> |                 |   |
| (G) Other retention charges.....                                                                                                                   | <b>9c(1)(G)</b> |                 |   |
| (H) Total retention.....                                                                                                                           |                 | <b>9c(1)(H)</b> | 0 |
| (2) Dividends or retroactive rate refunds. (These amounts were <input type="checkbox"/> paid in cash, or <input type="checkbox"/> credited.) ..... |                 | <b>9c(2)</b>    |   |
| <b>d</b> Status of policyholder reserves at end of year: (1) Amount held to provide benefits after retirement.....                                 |                 | <b>9d(1)</b>    |   |
| (2) Claim reserves .....                                                                                                                           |                 | <b>9d(2)</b>    |   |
| (3) Other reserves .....                                                                                                                           |                 | <b>9d(3)</b>    |   |
| <b>e</b> Dividends or retroactive rate refunds due. (Do not include amount entered in line 9c(2).).....                                            |                 | <b>9e</b>       |   |

**10** Nonexperience-rated contracts:

|                                                                                                                                                                                                                                 |            |  |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------|--|
| <b>a</b> Total premiums or subscription charges paid to carrier .....                                                                                                                                                           | <b>10a</b> |  |
| <b>b</b> If the carrier, service, or other organization incurred any specific costs in connection with the acquisition or retention of the contract or policy, other than reported in Part I, line 2 above, report amount. .... | <b>10b</b> |  |

Specify nature of costs.

**Part IV Provision of Information**

**11** Did the insurance company fail to provide any information necessary to complete Schedule A? ..... ☐ Yes ☒ No

**12** If the answer to line 11 is "Yes," specify the information not provided. ▶

|                                                                                                                                                                                                                                              |                                                                                                                                                                                                                             |                                         |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------|
| <div>SCHEDULE C</div> <div>(Form 5500)</div> <div>Department of the Treasury<br/>Internal Revenue Service</div> <div>Department of Labor<br/>Employee Benefits Security Administration</div> <div>Pension Benefit Guaranty Corporation</div> | <div>Service Provider Information</div> <div>This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA).</div> <div>▶ File as an attachment to Form 5500.</div> | OMB No. 1210-0110                       |
|                                                                                                                                                                                                                                              |                                                                                                                                                                                                                             | 2022                                    |
|                                                                                                                                                                                                                                              |                                                                                                                                                                                                                             | This Form is Open to Public Inspection. |

|                                                                                            |                                                      |     |
|--------------------------------------------------------------------------------------------|------------------------------------------------------|-----|
| For calendar plan year 2022 or fiscal plan year beginning 01/01/2022 and ending 12/31/2022 |                                                      |     |
| A Name of plan<br>MARY KAY INC. PROFIT SHARING AND 401(K) PLAN                             | B Three-digit plan number (PN) ▶                     | 001 |
|                                                                                            |                                                      |     |
| C Plan sponsor's name as shown on line 2a of Form 5500<br>MARY KAY INC.                    | D Employer Identification Number (EIN)<br>75-1151701 |     |

|        |                                                 |
|--------|-------------------------------------------------|
| Part I | Service Provider Information (see instructions) |
|--------|-------------------------------------------------|

You must complete this Part, in accordance with the instructions, to report the information required for **each person** who received, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of monetary value) in connection with services rendered to the plan or the person's position with the plan during the plan year. If a person received **only** eligible indirect compensation for which the plan received the required disclosures, you are required to answer line 1 but are not required to include that person when completing the remainder of this Part.

1 Information on Persons Receiving Only Eligible Indirect Compensation

- a Check "Yes" or "No" to indicate whether you are excluding a person from the remainder of this Part because they received only eligible indirect compensation for which the plan received the required disclosures (see instructions for definitions and conditions).. . . . . ☐ Yes ☒ No
- b If you answered line 1a "Yes," enter the name and EIN or address of each person providing the required disclosures for the service providers who received only eligible indirect compensation. Complete as many entries as needed (see instructions).

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

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

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

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

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

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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)

COOKE & BEILER

23-3082822

| (b)<br>Service Code(s) | (c)<br>Relationship to employer, employee organization, or person known to be a party-in-interest | (d)<br>Enter direct compensation paid by the plan. If none, enter -0-. | (e)<br>Did service provider receive indirect compensation? (sources other than plan or plan sponsor) | (f)<br>Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures? | (g)<br>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)<br>Did the service provider give you a formula instead of an amount or estimated amount? |
|------------------------|---------------------------------------------------------------------------------------------------|------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------|
| 27 50                  | INVESTMENT MANAGER                                                                                | 294867                                                                 | Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>                                  | Yes <input type="checkbox"/> No <input type="checkbox"/>                                                                       |                                                                                                                                                                                 | Yes <input type="checkbox"/> No <input type="checkbox"/>                                     |

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

TCW ASSET MANAGEMENT CO.

95-2642764

| (b)<br>Service Code(s) | (c)<br>Relationship to employer, employee organization, or person known to be a party-in-interest | (d)<br>Enter direct compensation paid by the plan. If none, enter -0-. | (e)<br>Did service provider receive indirect compensation? (sources other than plan or plan sponsor) | (f)<br>Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures? | (g)<br>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)<br>Did the service provider give you a formula instead of an amount or estimated amount? |
|------------------------|---------------------------------------------------------------------------------------------------|------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------|
| 27 50                  | INVESTMENT MANAGER                                                                                | 284288                                                                 | Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>                                  | Yes <input type="checkbox"/> No <input type="checkbox"/>                                                                       |                                                                                                                                                                                 | Yes <input type="checkbox"/> No <input type="checkbox"/>                                     |

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

LAZARD ASSET MANAGEMENT

13-5545100

| (b)<br>Service Code(s) | (c)<br>Relationship to employer, employee organization, or person known to be a party-in-interest | (d)<br>Enter direct compensation paid by the plan. If none, enter -0-. | (e)<br>Did service provider receive indirect compensation? (sources other than plan or plan sponsor) | (f)<br>Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures? | (g)<br>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)<br>Did the service provider give you a formula instead of an amount or estimated amount? |
|------------------------|---------------------------------------------------------------------------------------------------|------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------|
| 27 50                  | INVESTMENT MANAGER                                                                                | 275841                                                                 | Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>                                  | Yes <input type="checkbox"/> No <input type="checkbox"/>                                                                       |                                                                                                                                                                                 | Yes <input type="checkbox"/> No <input type="checkbox"/>                                     |

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

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

SAGE ADVISORY

74-2798841

| (b)<br>Service Code(s) | (c)<br>Relationship to employer, employee organization, or person known to be a party-in-interest | (d)<br>Enter direct compensation paid by the plan. If none, enter -0-. | (e)<br>Did service provider receive indirect compensation? (sources other than plan or plan sponsor) | (f)<br>Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures? | (g)<br>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)<br>Did the service provider give you a formula instead of an amount or estimated amount? |
|------------------------|---------------------------------------------------------------------------------------------------|------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------|
| 27 50                  | INVESTMENT MANAGER                                                                                | 180154                                                                 | Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>                                  | Yes <input type="checkbox"/> No <input type="checkbox"/>                                                                       |                                                                                                                                                                                 | Yes <input type="checkbox"/> No <input type="checkbox"/>                                     |

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

EMPOWER RETIREMENT

8515 EAST ORCHARD ROAD  
GREENWOOD VILLAGE, CO 80111

| (b)<br>Service Code(s) | (c)<br>Relationship to employer, employee organization, or person known to be a party-in-interest | (d)<br>Enter direct compensation paid by the plan. If none, enter -0-. | (e)<br>Did service provider receive indirect compensation? (sources other than plan or plan sponsor) | (f)<br>Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures? | (g)<br>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)<br>Did the service provider give you a formula instead of an amount or estimated amount? |
|------------------------|---------------------------------------------------------------------------------------------------|------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------|
| 15                     | RECORDKEEPER                                                                                      | 177500                                                                 | Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>                                  | Yes <input type="checkbox"/> No <input type="checkbox"/>                                                                       |                                                                                                                                                                                 | Yes <input type="checkbox"/> No <input type="checkbox"/>                                     |

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

WEDGE CAPITAL MANAGEMENT

56-1557450

| (b)<br>Service Code(s) | (c)<br>Relationship to employer, employee organization, or person known to be a party-in-interest | (d)<br>Enter direct compensation paid by the plan. If none, enter -0-. | (e)<br>Did service provider receive indirect compensation? (sources other than plan or plan sponsor) | (f)<br>Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures? | (g)<br>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)<br>Did the service provider give you a formula instead of an amount or estimated amount? |
|------------------------|---------------------------------------------------------------------------------------------------|------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------|
| 27 50                  | INVESTMENT MANAGER                                                                                | 175857                                                                 | Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>                                  | Yes <input type="checkbox"/> No <input type="checkbox"/>                                                                       |                                                                                                                                                                                 | Yes <input type="checkbox"/> No <input type="checkbox"/>                                     |

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

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

LOOMIS, SAYLES & COMPANY, L.P.

PO BOX 7247-6804  
PHILADELPHIA, PA 19170-6804

| (b)<br>Service Code(s) | (c)<br>Relationship to employer, employee organization, or person known to be a party-in-interest | (d)<br>Enter direct compensation paid by the plan. If none, enter -0-. | (e)<br>Did service provider receive indirect compensation? (sources other than plan or plan sponsor) | (f)<br>Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures? | (g)<br>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)<br>Did the service provider give you a formula instead of an amount or estimated amount? |
|------------------------|---------------------------------------------------------------------------------------------------|------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------|
| 27 50                  | INVESTMENT MANAGER                                                                                | 156919                                                                 | Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>                                  | Yes <input type="checkbox"/> No <input type="checkbox"/>                                                                       |                                                                                                                                                                                 | Yes <input type="checkbox"/> No <input type="checkbox"/>                                     |

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

LORD ABBETT

13-5620131

| (b)<br>Service Code(s) | (c)<br>Relationship to employer, employee organization, or person known to be a party-in-interest | (d)<br>Enter direct compensation paid by the plan. If none, enter -0-. | (e)<br>Did service provider receive indirect compensation? (sources other than plan or plan sponsor) | (f)<br>Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures? | (g)<br>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)<br>Did the service provider give you a formula instead of an amount or estimated amount? |
|------------------------|---------------------------------------------------------------------------------------------------|------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------|
| 27 50                  | INVESTMENT MANAGER                                                                                | 96928                                                                  | Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>                                  | Yes <input type="checkbox"/> No <input type="checkbox"/>                                                                       |                                                                                                                                                                                 | Yes <input type="checkbox"/> No <input type="checkbox"/>                                     |

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

FRONTIER CAPITAL MANAGEMENT

04-3492668

| (b)<br>Service Code(s) | (c)<br>Relationship to employer, employee organization, or person known to be a party-in-interest | (d)<br>Enter direct compensation paid by the plan. If none, enter -0-. | (e)<br>Did service provider receive indirect compensation? (sources other than plan or plan sponsor) | (f)<br>Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures? | (g)<br>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)<br>Did the service provider give you a formula instead of an amount or estimated amount? |
|------------------------|---------------------------------------------------------------------------------------------------|------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------|
| 27 50                  | INVESTMENT MANAGER                                                                                | 94285                                                                  | Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>                                  | Yes <input type="checkbox"/> No <input type="checkbox"/>                                                                       |                                                                                                                                                                                 | Yes <input type="checkbox"/> No <input type="checkbox"/>                                     |

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

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

MORGAN STANLEY

12-2919773

| (b)<br>Service Code(s) | (c)<br>Relationship to employer, employee organization, or person known to be a party-in-interest | (d)<br>Enter direct compensation paid by the plan. If none, enter -0-. | (e)<br>Did service provider receive indirect compensation? (sources other than plan or plan sponsor) | (f)<br>Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures? | (g)<br>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)<br>Did the service provider give you a formula instead of an amount or estimated amount? |
|------------------------|---------------------------------------------------------------------------------------------------|------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------|
| 16                     | CONSULTANT                                                                                        | 75000                                                                  | Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>                                  | Yes <input type="checkbox"/> No <input type="checkbox"/>                                                                       |                                                                                                                                                                                 | Yes <input type="checkbox"/> No <input type="checkbox"/>                                     |

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

WHITLEY PENN LLP

75-2393478

| (b)<br>Service Code(s) | (c)<br>Relationship to employer, employee organization, or person known to be a party-in-interest | (d)<br>Enter direct compensation paid by the plan. If none, enter -0-. | (e)<br>Did service provider receive indirect compensation? (sources other than plan or plan sponsor) | (f)<br>Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures? | (g)<br>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)<br>Did the service provider give you a formula instead of an amount or estimated amount? |
|------------------------|---------------------------------------------------------------------------------------------------|------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------|
| 10                     | AUDITOR                                                                                           | 38200                                                                  | Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>                                  | Yes <input type="checkbox"/> No <input type="checkbox"/>                                                                       |                                                                                                                                                                                 | Yes <input type="checkbox"/> No <input type="checkbox"/>                                     |

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

GREAT WEST FINANCIAL RPS, LLC

84-0467907

| (b)<br>Service Code(s) | (c)<br>Relationship to employer, employee organization, or person known to be a party-in-interest | (d)<br>Enter direct compensation paid by the plan. If none, enter -0-. | (e)<br>Did service provider receive indirect compensation? (sources other than plan or plan sponsor) | (f)<br>Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures? | (g)<br>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)<br>Did the service provider give you a formula instead of an amount or estimated amount? |
|------------------------|---------------------------------------------------------------------------------------------------|------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------|
| 15 37 50 64            | PLAN ADMINISTRATOR                                                                                | 21954                                                                  | Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>                                  | Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>                                                            | 0                                                                                                                                                                               | Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>                          |

**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<br>(see instructions)                                                                                                                            | (c) Enter amount of indirect compensation |
|----------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------|
| GREAT WEST FINANCIAL RPS, LLC                                              | 63                                                                                                                                                                 | 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. |                                           |
| AMERICAN FUNDS EUROPACIFIC GR R4 P.O. BOX 6007<br>INDIANAPOLIS, IL 46206   | 12B-1 FEE @ 0.25%                                                                                                                                                  |                                           |
| (a) Enter service provider name as it appears on line 2                    | (b) Service Codes<br>(see instructions)                                                                                                                            | (c) Enter amount of indirect compensation |
| GREAT WEST FINANCIAL RPS, LLC                                              | 63                                                                                                                                                                 | 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. |                                           |
| AMERICAN FUNDS WASHINGTON MUTUAL-A P.O. BOX 6040<br>INDIANAPOLIS, IN 46206 | 12B-1 FEE @ 0.25%                                                                                                                                                  |                                           |
| (a) Enter service provider name as it appears on line 2                    | (b) Service Codes<br>(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)

|                    |                     |
|--------------------|---------------------|
| <b>a</b> Name:     | <b>b</b> EIN:       |
| <b>c</b> Position: |                     |
| <b>d</b> Address:  | <b>e</b> Telephone: |
|                    |                     |

Explanation:

|                    |                     |
|--------------------|---------------------|
| <b>a</b> Name:     | <b>b</b> EIN:       |
| <b>c</b> Position: |                     |
| <b>d</b> Address:  | <b>e</b> Telephone: |
|                    |                     |

Explanation:

|                    |                     |
|--------------------|---------------------|
| <b>a</b> Name:     | <b>b</b> EIN:       |
| <b>c</b> Position: |                     |
| <b>d</b> Address:  | <b>e</b> Telephone: |
|                    |                     |

Explanation:

|                    |                     |
|--------------------|---------------------|
| <b>a</b> Name:     | <b>b</b> EIN:       |
| <b>c</b> Position: |                     |
| <b>d</b> Address:  | <b>e</b> Telephone: |
|                    |                     |

Explanation:

|                    |                     |
|--------------------|---------------------|
| <b>a</b> Name:     | <b>b</b> EIN:       |
| <b>c</b> Position: |                     |
| <b>d</b> Address:  | <b>e</b> Telephone: |
|                    |                     |

Explanation:

|                                                                                                                                                                                                               |                                                                                                                                                                                                                              |                                                                                                                                                                 |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>SCHEDULE D</b><br><b>(Form 5500)</b><br><br><small>Department of the Treasury<br/>Internal Revenue Service</small><br><br><small>Department of Labor<br/>Employee Benefits Security Administration</small> | <b>DFE/Participating Plan Information</b><br><br>This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA).<br><br><b>► File as an attachment to Form 5500.</b> | OMB No. 1210-0110<br><br><div style="text-align: center; font-size: 1.2em; font-weight: bold;">2022</div><br><br><b>This Form is Open to Public Inspection.</b> |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------|

|                                                                                                          |                                                                    |            |
|----------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------|------------|
| For calendar plan year 2022 or fiscal plan year beginning <b>01/01/2022</b> and ending <b>12/31/2022</b> |                                                                    |            |
| <b>A</b> Name of plan<br><b>MARY KAY INC. PROFIT SHARING AND 401(K) PLAN</b>                             | <b>B</b> Three-digit plan number (PN) <b>►</b>                     | <b>001</b> |
|                                                                                                          |                                                                    |            |
| <b>C</b> Plan or DFE sponsor's name as shown on line 2a of Form 5500<br><b>MARY KAY INC.</b>             | <b>D</b> Employer Identification Number (EIN)<br><b>75-1151701</b> |            |

|        |                                                                                                                                                                                  |
|--------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Part I | <b>Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs)</b><br>(Complete as many entries as needed to report all interests in DFEs) |
|--------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

|                                                                                           |                               |                                                                                                                     |  |
|-------------------------------------------------------------------------------------------|-------------------------------|---------------------------------------------------------------------------------------------------------------------|--|
| <b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE: <b>MELLON STABLE VALUE FUND</b>            |                               |                                                                                                                     |  |
| <b>b</b> Name of sponsor of entity listed in (a): <b>MELLON BANK</b>                      |                               |                                                                                                                     |  |
| <b>c</b> EIN-PN <b>11-3152987-000</b>                                                     | <b>d</b> Entity code <b>C</b> | <b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <b>2777636</b>  |  |
| <b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE: <b>NEW YORK LIFE ANCHOR FD PSA 25</b>      |                               |                                                                                                                     |  |
| <b>b</b> Name of sponsor of entity listed in (a): <b>NEW YORK LIFE INSURANCE CO</b>       |                               |                                                                                                                     |  |
| <b>c</b> EIN-PN <b>13-5582869-125</b>                                                     | <b>d</b> Entity code <b>P</b> | <b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <b>31479412</b> |  |
| <b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE: <b>CIF II INTERNATIONAL QUALITY GROWTH</b> |                               |                                                                                                                     |  |
| <b>b</b> Name of sponsor of entity listed in (a): <b>WELLINGTON TRUST COMPANY</b>         |                               |                                                                                                                     |  |
| <b>c</b> EIN-PN <b>04-6913417-153</b>                                                     | <b>d</b> Entity code <b>C</b> | <b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <b>24410874</b> |  |
| <b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE: <b>INTERCONTINENTAL ENHANCED CORE U.S.</b> |                               |                                                                                                                     |  |
| <b>b</b> Name of sponsor of entity listed in (a): <b>GLOBAL TRUST COMPANY</b>             |                               |                                                                                                                     |  |
| <b>c</b> EIN-PN <b>35-7161136-001</b>                                                     | <b>d</b> Entity code <b>C</b> | <b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <b>11583535</b> |  |
| <b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE: <b>BGO DAILY VALUE FUND</b>                |                               |                                                                                                                     |  |
| <b>b</b> Name of sponsor of entity listed in (a): <b>NEWTOWER TRUST COMPANY</b>           |                               |                                                                                                                     |  |
| <b>c</b> EIN-PN <b>83-6177544-001</b>                                                     | <b>d</b> Entity code <b>C</b> | <b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <b>12208889</b> |  |
| <b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE: <b>WILMINGTON TRUST CIT LORD ABBETT SM</b> |                               |                                                                                                                     |  |
| <b>b</b> Name of sponsor of entity listed in (a): <b>WILMINGTON TRUST, N.A.</b>           |                               |                                                                                                                     |  |
| <b>c</b> EIN-PN <b>38-4139856-634</b>                                                     | <b>d</b> Entity code <b>C</b> | <b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <b>11848870</b> |  |
| <b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE: <b>TCW MULTIPLE INVESTMENT TRUST</b>       |                               |                                                                                                                     |  |
| <b>b</b> Name of sponsor of entity listed in (a): <b>SEI TRUST COMPANY</b>                |                               |                                                                                                                     |  |
| <b>c</b> EIN-PN <b>26-3015340-030</b>                                                     | <b>d</b> Entity code <b>C</b> | <b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <b>43985409</b> |  |

**a** Name of MTIA, CCT, PSA, or 103-12 IE: **WEDGE SMID CAP VALUE CIT**

**b** Name of sponsor of entity listed in (a): **COMERICA BANK & TRUST, NATIONAL ASSOCIATION**

|                                       |                               |                                                                                                                     |
|---------------------------------------|-------------------------------|---------------------------------------------------------------------------------------------------------------------|
| <b>c</b> EIN-PN <b>82-6571037-001</b> | <b>d</b> Entity code <b>C</b> | <b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <b>26491200</b> |
|---------------------------------------|-------------------------------|---------------------------------------------------------------------------------------------------------------------|

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

**Part II** **Information on Participating Plans (to be completed by DFEs)**

(Complete as many entries as needed to report all participating plans)

**a** Plan name**b** Name of  
plan sponsor**c** EIN-PN**a** Plan name**b** Name of  
plan sponsor**c** EIN-PN**a** Plan name**b** Name of  
plan sponsor**c** EIN-PN**a** Plan name**b** Name of  
plan sponsor**c** EIN-PN**a** Plan name**b** Name of  
plan sponsor**c** EIN-PN**a** Plan name**b** Name of  
plan sponsor**c** EIN-PN**a** Plan name**b** Name of  
plan sponsor**c** EIN-PN**a** Plan name**b** Name of  
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plan sponsor**c** EIN-PN**a** Plan name**b** Name of  
plan sponsor**c** EIN-PN**a** Plan name**b** Name of  
plan sponsor**c** EIN-PN**a** Plan name**b** Name of  
plan sponsor**c** EIN-PN

|                                                                                                                                                                                                                                                                          |                                                                                                                                                                                                                                                                              |                                                                                           |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------|
| <b>SCHEDULE H</b><br><b>(Form 5500)</b><br><br><small>Department of the Treasury<br/>Internal Revenue Service</small><br><br><small>Department of Labor<br/>Employee Benefits Security Administration</small><br><br><small>Pension Benefit Guaranty Corporation</small> | <b>Financial Information</b><br><br>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).<br><br><b>► File as an attachment to Form 5500.</b> | OMB No. 1210-0110<br><br><b>2022</b><br><br><b>This Form is Open to Public Inspection</b> |
| For calendar plan year 2022 or fiscal plan year beginning <u>01/01/2022</u> and ending <u>12/31/2022</u>                                                                                                                                                                 |                                                                                                                                                                                                                                                                              |                                                                                           |
| <b>A</b> Name of plan<br><u>MARY KAY INC. PROFIT SHARING AND 401(K) PLAN</u>                                                                                                                                                                                             | <b>B</b> Three-digit plan number (PN) <span style="float: right;">►</span>                                                                                                                                                                                                   | <u>001</u>                                                                                |
| <b>C</b> Plan sponsor's name as shown on line 2a of Form 5500<br><u>MARY KAY INC.</u>                                                                                                                                                                                    | <b>D</b> Employer Identification Number (EIN)<br><u>75-1151701</u>                                                                                                                                                                                                           |                                                                                           |

| Part I Asset and Liability Statement                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |                 |                       |                 |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------|-----------------------|-----------------|
| <b>1</b> 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. <b>Round off amounts to the nearest dollar.</b> 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 |
| <b>a</b> Total noninterest-bearing cash.....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | <b>1a</b>       | 0                     | 0               |
| <b>b</b> Receivables (less allowance for doubtful accounts):                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |                 |                       |                 |
| <b>(1)</b> Employer contributions.....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | <b>1b(1)</b>    | 22975590              | 8775869         |
| <b>(2)</b> Participant contributions.....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | <b>1b(2)</b>    |                       |                 |
| <b>(3)</b> Other.....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | <b>1b(3)</b>    | 1459432               | 1303258         |
| <b>c</b> General investments:                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |                 |                       |                 |
| <b>(1)</b> Interest-bearing cash (include money market accounts & certificates of deposit).....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | <b>1c(1)</b>    | 15826889              | 17174864        |
| <b>(2)</b> U.S. Government securities .....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | <b>1c(2)</b>    | 70362708              | 55617374        |
| <b>(3)</b> Corporate debt instruments (other than employer securities):                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |                 |                       |                 |
| <b>(A)</b> Preferred .....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | <b>1c(3)(A)</b> | 28713737              | 21873398        |
| <b>(B)</b> All other .....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | <b>1c(3)(B)</b> | 94300498              | 61061085        |
| <b>(4)</b> Corporate stocks (other than employer securities):                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |                 |                       |                 |
| <b>(A)</b> Preferred .....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | <b>1c(4)(A)</b> |                       |                 |
| <b>(B)</b> Common.....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | <b>1c(4)(B)</b> | 212896326             | 86790610        |
| <b>(5)</b> Partnership/joint venture interests .....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | <b>1c(5)</b>    |                       |                 |
| <b>(6)</b> Real estate (other than employer real property) .....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | <b>1c(6)</b>    |                       |                 |
| <b>(7)</b> Loans (other than to participants).....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | <b>1c(7)</b>    |                       |                 |
| <b>(8)</b> Participant loans.....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | <b>1c(8)</b>    | 5525165               | 5765189         |
| <b>(9)</b> Value of interest in common/collective trusts.....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | <b>1c(9)</b>    | 34347241              | 133767219       |
| <b>(10)</b> Value of interest in pooled separate accounts .....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | <b>1c(10)</b>   | 29452569              | 31479412        |
| <b>(11)</b> Value of interest in master trust investment accounts.....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | <b>1c(11)</b>   |                       |                 |
| <b>(12)</b> Value of interest in 103-12 investment entities .....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | <b>1c(12)</b>   |                       |                 |
| <b>(13)</b> Value of interest in registered investment companies (e.g., mutual funds).....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | <b>1c(13)</b>   | 366798511             | 287913945       |
| <b>(14)</b> Value of funds held in insurance company general account (unallocated contracts).....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | <b>1c(14)</b>   | 0                     | 0               |
| <b>(15)</b> Other .....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | <b>1c(15)</b>   | 2438301               | 1421942         |

| <b>1d</b> Employer-related investments:                              |              | (a) Beginning of Year | (b) End of Year |
|----------------------------------------------------------------------|--------------|-----------------------|-----------------|
| (1) Employer securities .....                                        | <b>1d(1)</b> |                       |                 |
| (2) Employer real property .....                                     | <b>1d(2)</b> |                       |                 |
| <b>e</b> Buildings and other property used in plan operation .....   | <b>1e</b>    |                       |                 |
| <b>f</b> Total assets (add all amounts in lines 1a through 1e) ..... | <b>1f</b>    | 885096967             | 712944165       |

**Liabilities**

|                                                                           |           |        |        |
|---------------------------------------------------------------------------|-----------|--------|--------|
| <b>g</b> Benefit claims payable .....                                     | <b>1g</b> |        |        |
| <b>h</b> Operating payables .....                                         | <b>1h</b> | 507657 | 287377 |
| <b>i</b> Acquisition indebtedness .....                                   | <b>1i</b> |        |        |
| <b>j</b> Other liabilities .....                                          | <b>1j</b> | 250928 | 115650 |
| <b>k</b> Total liabilities (add all amounts in lines 1g through 1j) ..... | <b>1k</b> | 758585 | 403027 |

**Net Assets**

|                                                           |           |           |           |
|-----------------------------------------------------------|-----------|-----------|-----------|
| <b>l</b> Net assets (subtract line 1k from line 1f) ..... | <b>1l</b> | 884338382 | 712541138 |
|-----------------------------------------------------------|-----------|-----------|-----------|

**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 |
|------------------------------------------------------------------------------------------------------------|-----------------|------------|-----------|
| <b>a Contributions:</b>                                                                                    |                 |            |           |
| (1) Received or receivable in cash from: <b>(A)</b> Employers .....                                        | <b>2a(1)(A)</b> | 8775869    |           |
| <b>(B)</b> Participants .....                                                                              | <b>2a(1)(B)</b> | 14628103   |           |
| <b>(C)</b> Others (including rollovers) .....                                                              | <b>2a(1)(C)</b> | 641261     |           |
| (2) Noncash contributions .....                                                                            | <b>2a(2)</b>    |            |           |
| (3) Total contributions. Add lines <b>2a(1)(A)</b> , <b>(B)</b> , <b>(C)</b> , and line <b>2a(2)</b> ..... | <b>2a(3)</b>    |            | 24045233  |
| <b>b Earnings on investments:</b>                                                                          |                 |            |           |
| (1) Interest:                                                                                              |                 |            |           |
| <b>(A)</b> Interest-bearing cash (including money market accounts and certificates of deposit) .....       | <b>2b(1)(A)</b> | 316730     |           |
| <b>(B)</b> U.S. Government securities .....                                                                | <b>2b(1)(B)</b> | 1058766    |           |
| <b>(C)</b> Corporate debt instruments .....                                                                | <b>2b(1)(C)</b> | 2513411    |           |
| <b>(D)</b> Loans (other than to participants) .....                                                        | <b>2b(1)(D)</b> |            |           |
| <b>(E)</b> Participant loans .....                                                                         | <b>2b(1)(E)</b> | 266038     |           |
| <b>(F)</b> Other .....                                                                                     | <b>2b(1)(F)</b> | 0          |           |
| <b>(G)</b> Total interest. Add lines <b>2b(1)(A)</b> through <b>(F)</b> .....                              | <b>2b(1)(G)</b> |            | 4154945   |
| (2) Dividends: <b>(A)</b> Preferred stock .....                                                            | <b>2b(2)(A)</b> |            |           |
| <b>(B)</b> Common stock .....                                                                              | <b>2b(2)(B)</b> | 2572965    |           |
| <b>(C)</b> Registered investment company shares (e.g. mutual funds) .....                                  | <b>2b(2)(C)</b> | 11962322   |           |
| <b>(D)</b> Total dividends. Add lines <b>2b(2)(A)</b> , <b>(B)</b> , and <b>(C)</b> .....                  | <b>2b(2)(D)</b> |            | 14535287  |
| (3) Rents .....                                                                                            | <b>2b(3)</b>    |            |           |
| (4) Net gain (loss) on sale of assets: <b>(A)</b> Aggregate proceeds .....                                 | <b>2b(4)(A)</b> | -23998031  |           |
| <b>(B)</b> Aggregate carrying amount (see instructions) .....                                              | <b>2b(4)(B)</b> |            |           |
| <b>(C)</b> Subtract line <b>2b(4)(B)</b> from line <b>2b(4)(A)</b> and enter result .....                  | <b>2b(4)(C)</b> |            | -23998031 |
| (5) Unrealized appreciation (depreciation) of assets: <b>(A)</b> Real estate .....                         | <b>2b(5)(A)</b> | -36259323  |           |
| <b>(B)</b> Other .....                                                                                     | <b>2b(5)(B)</b> |            |           |
| <b>(C)</b> Total unrealized appreciation of assets. Add lines <b>2b(5)(A)</b> and <b>(B)</b> .....         | <b>2b(5)(C)</b> |            | -36259323 |

|                                                                                                 |        | (a) Amount | (b) Total  |
|-------------------------------------------------------------------------------------------------|--------|------------|------------|
| (6) Net investment gain (loss) from common/collective trusts .....                              | 2b(6)  |            | -12656305  |
| (7) Net investment gain (loss) from pooled separate accounts .....                              | 2b(7)  |            | 767126     |
| (8) Net investment gain (loss) from master trust investment accounts .....                      | 2b(8)  |            |            |
| (9) Net investment gain (loss) from 103-12 investment entities.....                             | 2b(9)  |            |            |
| (10) Net investment gain (loss) from registered investment companies (e.g., mutual funds) ..... | 2b(10) |            | -79378245  |
| c Other income .....                                                                            | 2c     |            | 73436      |
| d Total income. Add all <b>income</b> amounts in column (b) and enter total .....               | 2d     |            | -108715877 |
| <b>Expenses</b>                                                                                 |        |            |            |
| e Benefit payment and payments to provide benefits:                                             |        |            |            |
| (1) Directly to participants or beneficiaries, including direct rollovers .....                 | 2e(1)  | 61085495   |            |
| (2) To insurance carriers for the provision of benefits .....                                   | 2e(2)  |            |            |
| (3) Other .....                                                                                 | 2e(3)  |            |            |
| (4) Total benefit payments. Add lines 2e(1) through (3) .....                                   | 2e(4)  |            | 61085495   |
| f Corrective distributions (see instructions) .....                                             | 2f     |            | 80         |
| g Certain deemed distributions of participant loans (see instructions) .....                    | 2g     |            | 111043     |
| h Interest expense .....                                                                        | 2h     |            |            |
| i Administrative expenses: (1) Professional fees .....                                          | 2i(1)  | 206317     |            |
| (2) Contract administrator fees .....                                                           | 2i(2)  | 52361      |            |
| (3) Investment advisory and management fees .....                                               | 2i(3)  | 1450024    |            |
| (4) Other .....                                                                                 | 2i(4)  | 176047     |            |
| (5) Total administrative expenses. Add lines 2i(1) through (4) .....                            | 2i(5)  |            | 1884749    |
| j Total expenses. Add all <b>expense</b> amounts in column (b) and enter total .....            | 2j     |            | 63081367   |
| <b>Net Income and Reconciliation</b>                                                            |        |            |            |
| k Net income (loss). Subtract line 2j from line 2d .....                                        | 2k     |            | -171797244 |
| l Transfers of assets:                                                                          |        |            |            |
| (1) To this plan .....                                                                          | 2l(1)  |            |            |
| (2) From this plan .....                                                                        | 2l(2)  |            |            |

**Part III Accountant's Opinion**

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

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

(1) ☒ Unmodified (2) ☐ Qualified (3) ☐ Disclaimer (4) ☐ Adverse

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

(1) ☒ DOL Regulation 2520.103-8 (2) ☐ DOL Regulation 2520.103-12(d) (3) ☐ neither DOL Regulation 2520.103-8 nor DOL Regulation 2520.103-12(d).

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

(1) Name: WHITLEY PENN LLP

(2) EIN: 75-2393478

d The opinion of an independent qualified public accountant is **not attached** because:

(1) ☐ This form is filed for a CCT, PSA, 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.

During the plan year:

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.) .....

|    | Yes | No | Amount |
|----|-----|----|--------|
| 4a |     | X  |        |

|                                                                                                                                                                                                                                                                                                            | Yes | No | Amount   |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----|----|----------|
| <b>b</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.) |     |    |          |
| <b>4b</b>                                                                                                                                                                                                                                                                                                  |     | X  |          |
| <b>c</b> 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.)                                                                                                                             |     |    |          |
| <b>4c</b>                                                                                                                                                                                                                                                                                                  |     | X  |          |
| <b>d</b> 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.)                                                                                                                  |     |    |          |
| <b>4d</b>                                                                                                                                                                                                                                                                                                  |     | X  |          |
| <b>e</b> Was this plan covered by a fidelity bond?                                                                                                                                                                                                                                                         | X   |    | 10000000 |
| <b>f</b> Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?                                                                                                                                                                          |     | X  |          |
| <b>4f</b>                                                                                                                                                                                                                                                                                                  |     | X  |          |
| <b>g</b> 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?                                                                                                                                       |     |    |          |
| <b>4g</b>                                                                                                                                                                                                                                                                                                  |     | X  |          |
| <b>h</b> 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?                                                                                                                             |     |    |          |
| <b>4h</b>                                                                                                                                                                                                                                                                                                  |     | X  |          |
| <b>i</b> Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)                                                                                                                                                   | X   |    |          |
| <b>4i</b>                                                                                                                                                                                                                                                                                                  | X   |    |          |
| <b>j</b> Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)                                                                                     | X   |    |          |
| <b>4j</b>                                                                                                                                                                                                                                                                                                  | X   |    |          |
| <b>k</b> Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?                                                                                                                                              |     | X  |          |
| <b>4k</b>                                                                                                                                                                                                                                                                                                  |     | X  |          |
| <b>l</b> Has the plan failed to provide any benefit when due under the plan?                                                                                                                                                                                                                               |     | X  |          |
| <b>4l</b>                                                                                                                                                                                                                                                                                                  |     | X  |          |
| <b>m</b> If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)                                                                                                                                                                                     |     | X  |          |
| <b>4m</b>                                                                                                                                                                                                                                                                                                  |     | X  |          |
| <b>n</b> 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.                                                                                                                        |     |    |          |
| <b>4n</b>                                                                                                                                                                                                                                                                                                  |     |    |          |

**5a** Has a resolution to terminate the plan been adopted during the plan year or any prior plan year? ☐ Yes ☒ No  
If "Yes," enter the amount of any plan assets that reverted to the employer this year \_\_\_\_\_.

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

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

**5c** Was the plan a defined benefit plan covered under the PBGC insurance program at any time during this plan year? (See ERISA section 4021 and instructions.) ☐ Yes ☐ No ☐ Not determined  
If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year \_\_\_\_\_.

|                                                                                                                                                                                                                                                                                                                                                            |                                                                                                                                                                                                                                                                                                  |                                                                                                 |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------|
| <div>SCHEDULE R<br/>(Form 5500)<br/><br/>Department of the Treasury<br/>Internal Revenue Service<br/><br/>Department of Labor<br/>Employee Benefits Security Administration<br/><br/>Pension Benefit Guaranty Corporation</div>                                                                                                                            | <div>Retirement Plan Information</div> <div>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).</div> <div>► File as an attachment to Form 5500.</div> | <div>OMB No. 1210-0110</div> <div>2022</div> <div>This Form is Open to Public Inspection.</div> |
| For calendar plan year 2022 or fiscal plan year beginning 01/01/2022 and ending 12/31/2022                                                                                                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                                  |                                                                                                 |
| A Name of plan<br>MARY KAY INC. PROFIT SHARING AND 401(K) PLAN                                                                                                                                                                                                                                                                                             |                                                                                                                                                                                                                                                                                                  | B Three-digit plan number (PN) ► 001                                                            |
| C Plan sponsor's name as shown on line 2a of Form 5500<br>MARY KAY INC.                                                                                                                                                                                                                                                                                    |                                                                                                                                                                                                                                                                                                  | D Employer Identification Number (EIN)<br>75-1151701                                            |
| 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 0                                                                                             |
| 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):<br><br>EIN(s): 84-1544663                                                                                                       |                                                                                                                                                                                                                                                                                                  |                                                                                                 |
| 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)? ..... <input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A<br>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 _____<br>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? ..... <input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> 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? ..... <input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> 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..... <input type="checkbox"/> Increase <input type="checkbox"/> Decrease <input type="checkbox"/> Both <input type="checkbox"/> 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?..... <input type="checkbox"/> Yes <input type="checkbox"/> No                                                                                                                                                                   |                                                                                                                                                                                                                                                                                                  |                                                                                                 |
| 11 a Does the ESOP hold any preferred stock?..... <input type="checkbox"/> Yes <input type="checkbox"/> 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.)..... <input type="checkbox"/> Yes <input type="checkbox"/> No                                                                                                              |                                                                                                                                                                                                                                                                                                  |                                                                                                 |
| 12 Does the ESOP hold any stock that is not readily tradable on an established securities market?..... <input type="checkbox"/> Yes <input type="checkbox"/> No                                                                                                                                                                                            |                                                                                                                                                                                                                                                                                                  |                                                                                                 |
| For Paperwork Reduction Act Notice, see the Instructions for Form 5500.                                                                                                                                                                                                                                                                                    |                                                                                                                                                                                                                                                                                                  |                                                                                                 |
| Schedule R (Form 5500) 2022 v. 220413                                                                                                                                                                                                                                                                                                                      |                                                                                                                                                                                                                                                                                                  |                                                                                                 |

**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): \_\_\_\_\_

|                                                                                                                                                                                                                                                                                                                                 |                          |            |            |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------|------------|------------|
| <b>14</b> 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:                                                                                                            | <b>14a</b>               |            |            |
| <b>a</b> The current plan year. Check the box to indicate the counting method used to determine the number of inactive participants: <input type="checkbox"/> last contributing employer <input type="checkbox"/> alternative <input type="checkbox"/> reasonable approximation (see instructions for required attachment)..... |                          | <b>14b</b> |            |
| <b>b</b> The plan year immediately preceding the current plan year. <input type="checkbox"/> Check the box if the number reported is a change from what was previously reported (see instructions for required attachment) .....                                                                                                |                          |            | <b>14c</b> |
| <b>c</b> The second preceding plan year. <input type="checkbox"/> Check the box if the number reported is a change from what was previously reported (see instructions for required attachment) .....                                                                                                                           |                          |            |            |
| <b>15</b> 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:                                                                                                                                          | <b>15a</b>               |            |            |
| <b>a</b> The corresponding number for the plan year immediately preceding the current plan year.....                                                                                                                                                                                                                            |                          | <b>15b</b> |            |
| <b>b</b> The corresponding number for the second preceding plan year.....                                                                                                                                                                                                                                                       |                          |            |            |
| <b>16</b> Information with respect to any employers who withdrew from the plan during the preceding plan year:                                                                                                                                                                                                                  | <b>16a</b>               |            |            |
| <b>a</b> Enter the number of employers who withdrew during the preceding plan year .....                                                                                                                                                                                                                                        |                          | <b>16b</b> |            |
| <b>b</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.....                                                                                                                                                           |                          |            |            |
| <b>17</b> 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 .....                                                                                           | <input type="checkbox"/> |            |            |

**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) through (c)

**a** Enter the percentage of plan assets held as:  
 Stock: \_\_\_\_\_% Investment-Grade Debt: \_\_\_\_\_% High-Yield Debt: \_\_\_\_\_% Real Estate: \_\_\_\_\_% Other: \_\_\_\_\_%

**b** Provide the average duration of the combined investment-grade and high-yield debt:  
☐ 0-3 years ☐ 3-6 years ☐ 6-9 years ☐ 9-12 years ☐ 12-15 years ☐ 15-18 years ☐ 18-21 years ☐ 21 years or more

**c** What duration measure was used to calculate line 19(b)?  
☐ Effective duration ☐ Macaulay duration ☐ Modified duration ☐ Other (specify): \_\_\_\_\_

**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 \_\_\_\_\_

**MARY KAY INC. PROFIT SHARING  
AND 401(k) PLAN**

**FINANCIAL STATEMENTS  
AND SUPPLEMENTAL SCHEDULES**

**Years Ended December 31, 2022 and 2021  
with Report of Independent Auditors**

**MARY KAY INC. PROFIT SHARING  
AND 401(k) PLAN**

**FINANCIAL STATEMENTS  
AND SUPPLEMENTAL SCHEDULES**

**Years Ended December 31, 2022 and 2021**

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## REPORT OF INDEPENDENT AUDITORS

To the Profit Sharing and 401(k) Plan Committee of  
Mary Kay Inc.

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

We have performed audits of the financial statements of Mary Kay Inc. Profit Sharing and 401(k) Plan (the “Plan”), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (“ERISA”), as permitted by ERISA Section 103(a)(3)(C) (ERISA Section 103(a)(3)(C) audit). The financial statements comprise the statements of net assets available for benefits as of December 31, 2022 and 2021, and the related statements of changes in net assets available for benefits for the years then ended, and the related notes to the financial statements.

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

Management has obtained certifications from a qualified institution as of and for the years ended December 31, 2022 and 2021, stating that the certified investment information, as described in Note E to the financial statements, is complete and accurate.

### Opinion

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

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

## **Basis for Opinion**

We conducted our audits in accordance with auditing standards generally accepted in the United States of America (“GAAS”). Our responsibilities under those standards are further described in the Auditor’s Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the Plan and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our ERISA Section 103(a)(3)(C) audit opinion.

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

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

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

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

## **Auditor’s Responsibilities for the Audit of the Financial Statements**

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

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Plan's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for a reasonable period of time.

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

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

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

#### **Other Matter - Supplemental Schedules Required by ERISA**

The supplemental schedules of Form 5500, Schedule H, Line 4i – Schedule of Assets (Held at End of Year) and Form 5500, Schedule H, Line 4j – Schedule of Reportable Transactions as of or for the year ended December 31, 2022, are presented for the purpose of additional analysis and are not a required part of the financial statements but are supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements.

The information included in the supplemental schedules, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the 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 is derived from the certified investment information, we compared such information to the related certified investment information.

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

In our opinion:

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

*Whitley Penn LLP*

Dallas, Texas  
September 7, 2023

**MARY KAY INC. PROFIT SHARING AND 401(k) PLAN**  
**STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS**

|                                        | <b>December 31,</b>          |                              |
|----------------------------------------|------------------------------|------------------------------|
|                                        | <b>2022</b>                  | <b>2021</b>                  |
| <b>Assets</b>                          |                              |                              |
| Investments, at fair value             | \$ 697,099,651               | \$ 855,136,780               |
| Receivables:                           |                              |                              |
| Employer                               | 8,775,869                    | 22,975,590                   |
| Notes receivable from participants     | 6,151,651                    | 5,884,271                    |
| Interest and dividends receivable      | 1,216,299                    | 1,088,632                    |
| Due from broker for securities sold    | 87,156                       | 370,800                      |
| Total receivables                      | <u>16,230,975</u>            | <u>30,319,293</u>            |
| Total assets                           | 713,330,626                  | 885,456,073                  |
| <b>Liabilities</b>                     |                              |                              |
| Due to broker for securities purchased | 115,650                      | 250,928                      |
| Accrued expenses                       | <u>287,375</u>               | <u>507,657</u>               |
| Total liabilities                      | <u>403,025</u>               | <u>758,585</u>               |
| Net assets available for benefits      | <u><u>\$ 712,927,601</u></u> | <u><u>\$ 884,697,488</u></u> |

See accompanying notes to financial statements.

**MARY KAY INC. PROFIT SHARING AND 401(k) PLAN**

**STATEMENTS OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS**

|                                                              | <b>Year Ended December 31,<br/>2022</b> | <b>2021</b>           |
|--------------------------------------------------------------|-----------------------------------------|-----------------------|
| <b>Additions to (Reductions from) Net Assets</b>             |                                         |                       |
| Investment income (loss):                                    |                                         |                       |
| Net realized and unrealized gains (losses) on investments    | \$ (152,478,400)                        | \$ 72,122,470         |
| Interest and dividends                                       | 19,241,338                              | 27,255,210            |
| Total investment income (loss)                               | (133,237,062)                           | 99,377,680            |
| Less investment expenses                                     | 1,450,024                               | 1,753,769             |
| Net investment income (loss)                                 | (134,687,086)                           | 97,623,911            |
| Other income                                                 | 113,820                                 | 560,893               |
| Interest income from notes receivable from participants      | 278,365                                 | 287,718               |
| Contributions:                                               |                                         |                       |
| Participant                                                  | 14,628,103                              | 14,478,597            |
| Rollover                                                     | 641,261                                 | 1,522,834             |
| Employer                                                     | 8,775,869                               | 22,977,770            |
| Total contributions                                          | 24,045,233                              | 38,979,201            |
| Total additions to (reductions from) net assets              | (110,249,668)                           | 137,451,723           |
| <b>Deductions from Net Assets</b>                            |                                         |                       |
| Benefits paid to participants                                | 61,085,494                              | 65,320,852            |
| Administrative expenses                                      | 434,725                                 | 441,527               |
| Total deductions from net assets                             | 61,520,219                              | 65,762,379            |
| Net increase (decrease) in net assets available for benefits | (171,769,887)                           | 71,689,344            |
| Net assets available for benefits at beginning of year       | 884,697,488                             | 813,008,144           |
| Net assets available for benefits at end of year             | <u>\$ 712,927,601</u>                   | <u>\$ 884,697,488</u> |

See accompanying notes to financial statements.

## MARY KAY INC. PROFIT SHARING AND 401(k) PLAN

### NOTES TO FINANCIAL STATEMENTS

December 31, 2022 and 2021

#### A. Description of the Plan

##### General

The following brief description of the Mary Kay Inc. Profit Sharing and 401(k) Plan (the “Plan”) is provided for general information purposes only. The Plan is sponsored by Mary Kay Inc. (the “Company” or “Plan Sponsor”). The Plan is administered by the Profit Sharing and 401(k) Plan Committee (the “Committee”), which is appointed by the Board of Directors of the Company. Participants should refer to the Plan document for more complete information. The Company’s corporate offices are located in Addison, Texas.

The Plan was most recently amended and restated effective January 1, 2017 and is a defined contribution plan available to substantially all employees of the Company who have attained age 18. The Plan consists of two components: (i) a 401(k) option, in which eligible participants can make contributions and (ii) profit sharing, in which the Company makes contributions ranging from five to fifteen percent of the participant’s eligible earnings, depending on the Company’s profits each year. All employees of the Company are eligible to participate in the 401(k) option upon hire date. Employees must complete six months of service and be actively employed at year end to be eligible for profit sharing contributions.

Eligible employees are automatically enrolled at a deferral rate of 3%, unless the employee declines participation or otherwise elects a different deferral rate within the first thirty days of employment. If, as of January 31 of a Plan year, a participant has had in effect a default deferral election for six months or more, the participant’s deferral percentage will automatically escalate by 1%, up to a maximum 10%, effective as of February 1, of that year, unless the participant declines participation or otherwise elects a different deferral rate.

Participants that are employed and have reached normal retirement date or are 65 years or older, may withdraw all or any portion of the participant’s vested account balance at any time, but no more frequently than once during the Plan year.

Effective July 1, 2022, the Plan lowered the in-service withdrawal age from 65 to 59 ½ and added partial withdrawals and installment payments as distribution options for terminated employees.

The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (“ERISA”).

## MARY KAY INC. PROFIT SHARING AND 401(k) PLAN

### NOTES TO FINANCIAL STATEMENTS (*continued*)

#### A. Description of the Plan – continued

##### Contributions

Participants may contribute up to 30% of pre-tax annual compensation, as defined by the Plan. Contributions are subject to limitations on annual additions and other limitations imposed by the Internal Revenue Code (the “Code”) as defined in the Plan document. Eligible participants may make a rollover contribution to the Plan.

Participants who are eligible to make salary deferral contributions under the Plan and who have attained age 50 before the close of the year may make catch-up contributions in accordance with, and subject to the limitations imposed by the Code.

The Company makes profit sharing contributions at the discretion of the Board of Directors which are maintained in nonparticipant directed funds. In 2022 and 2021 the profit sharing contribution was 5% and 13% of participants’ eligible earnings, respectively. The maximum aggregate contribution to the Plan is limited to the Company’s allowable deduction for federal income tax purposes.

In addition to the profit sharing contribution, the Company may elect to make matching contributions of \$100 to certain participants who contributed a minimum of 1% of their eligible earnings during the Plan year. In 2022 and 2021 the Company contributed in the aggregate of \$134,900 and \$139,800, respectively, to the accounts of such contributing participants. These contributions are allocated to each participant’s account based on investment elections.

##### Participant Accounts

A separate account is maintained for each participant. Each fund in the participant’s accounts is stated in units and dollars. The participants’ account balances are increased by the Company’s profit sharing contributions, participant 401(k) contributions, the Company’s matching of any participant contributions, and the allocation of Plan forfeitures. The Company’s profit sharing contribution and allocated forfeitures are at the discretion of the Company and allocated based on the participant’s eligible earnings as a percentage of total eligible earnings of all participants. Participants’ account balances are increased or decreased by the change in unit value of each fund.

For 2022 and 2021, the annual contribution and other additions to a participant’s account may not exceed the lesser of 100% of the participant’s compensation or \$61,000 and \$58,000, respectively.

## MARY KAY INC. PROFIT SHARING AND 401(k) PLAN

### NOTES TO FINANCIAL STATEMENTS (*continued*)

#### A. Description of the Plan – continued

##### Vesting

Participants are immediately vested in their voluntary contributions and matching contributions plus actual earnings thereon. Vesting in the profit sharing portion of accounts, plus actual earnings thereon is as follows:

| <u>Years of Service</u> | <u>Vested Percentage</u> |
|-------------------------|--------------------------|
| Less than 1 year        | 0%                       |
| 1 year                  | 20%                      |
| 2 years                 | 40%                      |
| 3 years                 | 60%                      |
| 4 years                 | 80%                      |
| 5 years                 | 100%                     |

In the event of disability, retirement, or death, the participant will become fully vested.

##### Notes Receivable from Participants

Participants may borrow from their 401(k) fund accounts a minimum of \$1,000 up to a maximum amount equal to the lesser of \$50,000 or 50% of their account balance. Loan terms range up to five years. The loans are secured by the balance in the participant's account and bear interest at a rate of prime plus 1%. As of December 31, 2022 and 2021, outstanding loans have an interest rate range of 4.25% to 8.00% and 4.25% to 6.50%, respectively. Principal and interest are paid ratably through payroll deductions.

##### Benefit Payments

Participants withdrawing during the year for reasons of service or disability, retirement, death, or termination are entitled to their vested account balances. A participant may also elect to withdraw all or a portion of their vested account balance while employed after reaching age 59 ½. Benefits are distributed in the form of rollovers, lump sum payments, partial payments or annuities. If withdrawing participants are not entitled to their entire account balances, the unvested amounts are forfeited.

##### Forfeitures

Unallocated forfeited accounts totaled \$1,253,669 and \$1,478,373 at December 31, 2022 and 2021, respectively, which were available to offset the current year employer contributions. These accounts are first used to restore previously forfeited amounts by eligible employees upon rehire and reinstatement to the Plan in accordance with Plan provisions. The remaining forfeited amounts are allocated to eligible participants in the same manner as employer contributions each year, at the discretion of the Plan Sponsor. At the discretion of the Plan Sponsor, forfeitures may be used to offset current year employer contributions. In 2022 and 2021, \$620,305 and \$800,680, respectively, were used to offset employer contributions.

## **MARY KAY INC. PROFIT SHARING AND 401(k) PLAN**

### **NOTES TO FINANCIAL STATEMENTS *(continued)***

#### **A. Description of the Plan – continued**

##### **Investment Options**

The investments of the Plan are held in a trust, in which Empower Trust Company, LLC and Empower Annuity Insurance Company of America (formerly known as Great-West Trust Company, LLC and Great-West Life & Annuity Insurance Company, LLC, respectively) are the Plan's Custodians. Upon enrollment in the Plan, a participant may direct their salary deferrals in 1% increments into any of the Plan's investment options. Profit sharing funds are invested in separately managed accounts.

##### **Plan Expenses**

Administrative expenses and investment fees can be paid by either the Company or paid from the Plan assets by the Trustee. Additionally, routine legal expenses and other internal costs of administration are paid on behalf of the Plan by the Company and are not reflected in the accompanying financial statements.

##### **Asset Transfers to/from the Stable Value Fund**

The Plan allows participants over the age of 55 the option of investing a percentage of their profit sharing account balances in the Stable Value Fund. Participants wishing to transfer their profit sharing account balances into or out of the Stable Value Fund must communicate their election annually during a specific period. Through June 29, 2012, Stable Value Fund elections were invested in the Mellon Stable Value Fund. Effective after market close June 29, 2012, the Mellon Stable Value Fund was closed to new investments, and future Stable Value Fund elections are invested in the New York Life Insurance Company Anchor Account III Stable Value Fund. Stable Value Fund elections are accounted for as inter-fund transfers. All participants are eligible to direct 401(k) contributions into and out of the Stable Value Fund at their discretion throughout the year.

#### **B. Summary of Significant Accounting Policies**

##### **Basis of Accounting**

The financial statements of the Plan are presented on the accrual basis of accounting in accordance with accounting principles generally accepted in the United States of America ("GAAP").

##### **Use of Estimates**

The preparation of the financial statements in conformity with GAAP requires the Plan administrator to make estimates and assumptions that affect certain reported amounts and disclosures. Accordingly, actual results may differ from these estimates.

## **MARY KAY INC. PROFIT SHARING AND 401(k) PLAN**

### **NOTES TO FINANCIAL STATEMENTS (*continued*)**

#### **B. Summary of Significant Accounting Policies – continued**

##### **Contributions**

Contributions from the Company and participants are accrued as they become obligations of the Company, as determined by the Plan's administrator, and in the period in which they are deducted, in accordance with salary deferral agreements.

##### **Investment Valuation and Income**

The investments of the Plan are stated at fair value as of the end of the year and are subject to market or credit risks customarily associated with equity investments. Fair value measurements are determined in accordance with GAAP, which defines fair value, establishes a framework for measuring fair value, and expands disclosures about assets and liabilities measured at fair value. See Note C for information related to the Plan's valuation methodologies.

Investment gains and losses are accounted for using the average cost basis of the securities sold. The net realized and unrealized gains and losses on investments include realized gains and losses on sales of investments during the year and unrealized increases or decreases in the market value of investments held at year end. Interest income is recorded on the accrual basis. Dividends are recorded on the ex-dividend date.

##### **Notes Receivable from Participants**

Notes receivable from participants are recorded at the unpaid principal balance plus accrued but unpaid interest.

##### **Payment of Benefits**

Benefits are recorded when paid.

##### **Risks and Uncertainties**

The Plan's investments are exposed to various risks, such as interest rate, market, and credit risks. Market risks include global events which could impact the value of investment securities, such as a pandemic or international conflict. Due to the level of risk associated with investments in mutual funds, stocks, corporate and government bonds, short-term investments, common/collective trusts, and pooled separate accounts, it is at least reasonably possible that changes in the values of such investments will continue to occur in the near term and that such changes could materially affect participants' account balances and the amounts reported in the statements of net assets available for benefits and the statements of changes in net assets available for benefits.

## MARY KAY INC. PROFIT SHARING AND 401(k) PLAN

### NOTES TO FINANCIAL STATEMENTS (*continued*)

#### C. Fair Value Measurements

GAAP defines fair value as the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date and establishes a three-tier hierarchy that is used to identify assets and liabilities measured at fair value. The hierarchy focuses on the inputs used to measure fair value and requires that the lowest level input be used. The three levels defined are as follows:

- Level 1 — Observable inputs that are based upon quoted market prices for identical assets or liabilities within active markets.
- Level 2 — Observable inputs other than Level 1 that are based upon quoted market prices for similar assets or liabilities, based upon quoted prices within inactive markets, or inputs other than quoted market prices that are observable through market data for substantially the full term of the asset or liability.
- Level 3 — Inputs that are unobservable for the particular asset or liability due to little or no market activity and are significant to the fair value of the asset or liability. These inputs reflect assumptions that market participants would use when valuing the particular asset or liability.

GAAP requires that management describe the methodologies used to measure the fair value of assets and liabilities. The methodologies used to measure the fair value of the Plan's investments are as follows:

- *Corporate stocks:* Valued based on the quoted market prices and are classified within Level 1 of the valuation hierarchy.
- *Registered investment companies:* Valued at net asset value ("NAV") representing the value at which shares of the fund may be purchased or redeemed and are classified within Level 1 of the valuation hierarchy. There are no significant restrictions on redeeming these investments at NAV.
- *U.S. Government securities and corporate debt instruments:* Fair values are obtained primarily from pricing services engaged by the Custodian, and the Plan receives one price for each security. The fair values provided by the pricing service are estimated by using either a price or spread basis, where the inputs to those models are based on observable market inputs. For the price basis, evaluators attempt to match each issue to its best-known market maker and contact firms that deal with the respective securities. Evaluators maintain quality by surveying the dealer community, obtaining relevant trade data, benchmark quotes, and spreads, and incorporating this information into the evaluation process. For the spread basis, a bullet (noncall) spread scale is created for the relevant maturities of each issuer. These spreads represent credit risk and are based on the new issue market, secondary trading, and dealer quotes. U.S. Government securities and corporate debt instruments are classified within Level 2 of the valuation hierarchy.

## MARY KAY INC. PROFIT SHARING AND 401(k) PLAN

### NOTES TO FINANCIAL STATEMENTS (*continued*)

#### C. Fair Value Measurements – continued

- *Other investments:* Include high grade U.S. municipal bonds. The fair values of these securities are obtained from pricing services engaged by the Custodian and are determined by pricing systems. The securities were evaluated using terms and conditions from a municipal descriptive database. Evaluators apply this information to bond sectors and individual bond evaluations are then extrapolated. Market inputs used in the evaluation process include all or some of the following: current trades, trading spreads, bid-wanted lists, offerings, quotes for active issues, along with general information on market movement, direction, trends, and specific data on specialty issues. Other investments are classified within Level 2 of the valuation hierarchy.
- *Pooled separate account:* The Plan invests in a pooled separate account with the objective of preserving principal and generating a stable rate of return. The New York Life Anchor Account III Stable Value Fund invests in a diversified portfolio of corporate bonds, commercial mortgage-backed securities, mortgage back securities, asset-backed securities, collateralized mortgage obligations, U.S. Treasuries, guaranteed investment contracts, and cash. The fair value of the New York Life Anchor Account III Stable Value Fund is determined by the fair value of the fund's investment in externally managed stable value commingled investment funds provided to the fund by external managers of these funds. The pooled separate account is classified within Level 2 of the valuation hierarchy.
- *Interest-bearing cash:* The Plan invests in money market funds that are valued based on the short-term cash component as of the measurement date and classified within Level 1 of the valuation hierarchy.
- *Common/collective trust funds:* The Plan invests in common/collective trust funds with the objective of preserving principal and generating a stable rate of return. The common/collective trust funds are valued at the NAV of units of the stable value funds. The NAV is used as a practical expedient to estimate fair value. This practical expedient would not be used if it is determined to be probable that the funds will sell the investment for an amount different from the reported NAV. Participant transactions (purchases and sales) may occur daily.

There have been no changes in the methodologies used at December 31, 2022 and 2021. The following table details the Plan's investments at fair value by level, within the fair value hierarchy, as of December 31, 2022 and 2021. The Plan has no assets classified within Level 3 of the valuation hierarchy.

**MARY KAY INC. PROFIT SHARING AND 401(k) PLAN**

**NOTES TO FINANCIAL STATEMENTS (continued)**

**C. Fair Value Measurements – continued**

|                                               | <b>2022</b>          |                      |                      |
|-----------------------------------------------|----------------------|----------------------|----------------------|
|                                               | <b>Level 1</b>       | <b>Level 2</b>       | <b>Total</b>         |
| Corporate stocks                              | \$ 86,790,610        | \$ -                 | \$ 86,790,610        |
| Registered investment companies               | 287,913,943          | -                    | 287,913,943          |
| U.S. Government securities                    | -                    | 55,280,406           | 55,280,406           |
| Corporate debt instruments                    | -                    | 82,547,194           | 82,547,194           |
| Other investments                             | -                    | 1,421,745            | 1,421,745            |
| Pooled separate account                       | -                    | 31,479,412           | 31,479,412           |
| Interest-bearing cash                         | 17,171,716           | -                    | 17,171,716           |
| Total investments in the fair value hierarchy | <u>\$391,876,269</u> | <u>\$170,728,757</u> | 562,605,026          |
| Investments measured at NAV <sup>(a)</sup>    |                      |                      | <u>134,494,625</u>   |
| Total investments at fair value               |                      |                      | <u>\$697,099,651</u> |

  

|                                               | <b>2021</b>          |                      |                      |
|-----------------------------------------------|----------------------|----------------------|----------------------|
|                                               | <b>Level 1</b>       | <b>Level 2</b>       | <b>Total</b>         |
| Corporate stocks                              | \$212,896,326        | \$ -                 | \$212,896,326        |
| Registered investment companies               | 366,798,511          | -                    | 366,798,511          |
| U.S. Government securities                    | -                    | 69,893,748           | 69,893,748           |
| Corporate debt instruments                    | -                    | 122,587,666          | 122,587,666          |
| Other investments                             | -                    | 2,438,301            | 2,438,301            |
| Pooled separate account                       | -                    | 29,452,569           | 29,452,569           |
| Interest-bearing cash                         | 15,820,240           | -                    | 15,820,240           |
| Total investments in the fair value hierarchy | <u>\$595,515,077</u> | <u>\$224,372,284</u> | 819,887,361          |
| Investments measured at NAV <sup>(a)</sup>    |                      |                      | <u>35,249,419</u>    |
| Total investments at fair value               |                      |                      | <u>\$855,136,780</u> |

<sup>(a)</sup> In accordance with Subtopic 820-10, certain investments that were measured at NAV per share (or its equivalent) as a practical expedient have not been classified in the fair value hierarchy. The fair value amounts presented in this table are intended to permit reconciliation of the fair value hierarchy to the line items presented in the statement of net assets available for benefits.

**MARY KAY INC. PROFIT SHARING AND 401(k) PLAN**

**NOTES TO FINANCIAL STATEMENTS (continued)**

**C. Fair Value Measurements – continued**

These items are classified in their entirety based on the lowest priority level of input that is significant to the fair value measurement. The assessment of the significance of a particular input to the fair value measurement requires judgment and may affect the placement of assets and liabilities within the levels of the fair value hierarchy. For the years ended December 31, 2022 and 2021, there were no significant transfers between levels.

The following table summarizes investments for which fair value is measured using the NAV per share practical expedient as of December 31, 2022 and 2021, respectively. There are no participant redemption restrictions for these investments; the redemption notice period is applicable only to the Plan.

| <b>2022</b>                                                 |                   |                                 |                                                                 |                                         |
|-------------------------------------------------------------|-------------------|---------------------------------|-----------------------------------------------------------------|-----------------------------------------|
| <b>Investment</b>                                           | <b>Fair Value</b> | <b>Unfunded<br/>Commitments</b> | <b>Redemption<br/>Frequency<br/>(If Currently<br/>Eligible)</b> | <b>Redemption<br/>Notice<br/>Period</b> |
| Mellon Stable Value Fund                                    | \$ 3,965,848      | N/A                             | Daily                                                           | 12 months                               |
| Wellington Trust Company International                      | \$ 24,410,874     | N/A                             | Daily                                                           | Daily                                   |
| Intercontinental Enhanced Core U.S. Real Estate Income Fund | \$ 11,583,535     | N/A                             | Daily                                                           | Quarterly                               |
| BGO Daily Value Fund                                        | \$ 12,208,889     | N/A                             | Daily                                                           | Quarterly                               |
| TCW Concentrated Core Fund                                  | \$ 43,985,407     | N/A                             | Daily                                                           | Daily                                   |
| Wedge SMID Cap Value CIT                                    | \$ 26,491,200     | N/A                             | Daily                                                           | Full: 30 days<br>Partial: Daily         |
| Lord Abbett Small Cap Growth Equity Trust II                | \$ 11,848,870     | N/A                             | Daily                                                           | 5 business days                         |

**MARY KAY INC. PROFIT SHARING AND 401(k) PLAN**

**NOTES TO FINANCIAL STATEMENTS (continued)**

**C. Fair Value Measurements – continued**

| <b>2021</b>                            |                   |                                 |                                                                 |                                         |
|----------------------------------------|-------------------|---------------------------------|-----------------------------------------------------------------|-----------------------------------------|
| <b>Investment</b>                      | <b>Fair Value</b> | <b>Unfunded<br/>Commitments</b> | <b>Redemption<br/>Frequency<br/>(If Currently<br/>Eligible)</b> | <b>Redemption<br/>Notice<br/>Period</b> |
| Mellon Stable Value Fund               | \$ 5,195,967      | N/A                             | Daily                                                           | 12 months                               |
| Wellington Trust Company International | \$ 30,053,452     | N/A                             | Daily                                                           | Daily                                   |

**D. Nonparticipant-directed Investments**

Information about the net assets and the significant components of the changes in net assets relating to the nonparticipant-directed investments is as follows:

|                                        | <b>2022</b>                 | <b>2021</b>                 |
|----------------------------------------|-----------------------------|-----------------------------|
| <b>Assets</b>                          |                             |                             |
| Investments, at fair value:            |                             |                             |
| Corporate stock, common                | \$ 86,790,610               | \$212,896,326               |
| U.S. Government securities             | 55,280,406                  | 69,893,748                  |
| Corporate debt instruments             | 82,547,194                  | 122,587,666                 |
| Registered investment companies        | 51,952,815                  | 67,798,120                  |
| Interest-bearing cash                  | 17,171,716                  | 15,820,240                  |
| Common collective trust                | 130,528,775                 | 30,053,452                  |
| Other investments                      | 1,421,745                   | 2,438,301                   |
| Total investments at fair value        | <u>425,693,261</u>          | <u>521,487,853</u>          |
| Receivables:                           |                             |                             |
| Employer                               | 8,640,969                   | 22,835,790                  |
| Interest and dividends receivable      | 1,216,299                   | 1,088,632                   |
| Due from broker for securities sold    | 87,156                      | 370,800                     |
| Total receivables                      | <u>9,944,424</u>            | <u>24,295,222</u>           |
| Total assets                           | 435,637,685                 | 545,783,075                 |
| <b>Liabilities</b>                     |                             |                             |
| Due to broker for securities purchased | 115,650                     | 250,928                     |
| Accrued expenses                       | 287,375                     | 507,657                     |
|                                        | <u>403,025</u>              | <u>758,585</u>              |
| Net assets available for benefits      | <u><u>\$435,234,660</u></u> | <u><u>\$545,024,490</u></u> |

# MARY KAY INC. PROFIT SHARING AND 401(k) PLAN

## NOTES TO FINANCIAL STATEMENTS *(continued)*

### D. Nonparticipant-directed Investments – continued

|                                                              | <u>2022</u>           | <u>2021</u>           |
|--------------------------------------------------------------|-----------------------|-----------------------|
| <b>Additions to (Reductions from) Net Assets</b>             |                       |                       |
| Investment income (loss):                                    |                       |                       |
| Net realized and unrealized gains (losses) on investments    | \$ (99,411,000)       | \$ 27,385,007         |
| Interest and dividends                                       | 19,241,338            | 27,255,210            |
| Total investment income (loss)                               | (80,169,662)          | 54,640,217            |
| Employer contributions                                       | 9,912,508             | 23,193,164            |
| Total additions to (reductions from) net assets              | (70,257,154)          | 77,833,381            |
| <b>Deductions from Net Assets</b>                            |                       |                       |
| Benefits paid to participants                                | 34,888,848            | 39,207,421            |
| Administrative expenses                                      | 20,342                | 27,211                |
| Interfund transfers, net                                     | 4,623,486             | 4,401,944             |
| Total deductions from net assets                             | 39,532,676            | 43,636,576            |
| Net increase (decrease) in net assets available for benefits | (109,789,830)         | 34,196,805            |
| Net assets available for benefits at beginning of year       | 545,024,490           | 510,827,685           |
| Net assets available for benefits at end of year             | <u>\$ 435,234,660</u> | <u>\$ 545,024,490</u> |

### E. Certified Investments

Certain information related to investments and notes receivable from participants disclosed in the accompanying financial statements and ERISA-required supplemental schedules, including investments and notes receivable from participants held at December 31, 2022 and 2021, and net appreciation (depreciation) in fair value of investments, interest and dividends, and interest income on notes receivable from participants for the years ended December 31, 2022 and 2021, was obtained by management and agreed to or derived from information certified as complete and accurate by Empower Trust Company, LLC and Empower Annuity Insurance Company of America (formerly known as Great-West Trust Company, LLC and Great-West Life & Annuity Insurance Company, LLC, respectively) the custodians of the Plan.

### F. Tax Status

The Plan obtained its latest determination letter on April 13, 2018, in which the Internal Revenue Service (the “IRS”) stated that the Plan, as then designed, was in compliance with the applicable requirements of the Code.

## MARY KAY INC. PROFIT SHARING AND 401(k) PLAN

### NOTES TO FINANCIAL STATEMENTS *(continued)*

#### F. Tax Status – continued

Once qualified, the Plan is required to operate in conformity with the Code to maintain its qualification. The Company believes that the Plan is being operated in compliance with the applicable requirements of the Code and, therefore, believes that the Plan was qualified and the related trust was tax-exempt as of the financial statement date.

GAAP requires Plan management to evaluate tax positions taken by the Plan and recognize a tax liability (or asset) if the Plan has taken an uncertain position that more likely than not would not be sustained upon examination by the IRS. The Plan administrator has analyzed the tax positions taken by the Plan and has concluded that as of December 31, 2022, there are no uncertain positions taken or expected to be taken that would require recognition of a liability (or asset) or disclosure in the financial statements. The Plan is subject to routine audits by taxing jurisdictions, however, there are currently no audits for any tax periods in progress.

#### G. Plan Termination

Although it has not expressed any intention to do so, the Company has the right under the Plan to terminate the Plan subject to the provisions set forth in ERISA. In the event the Plan terminates, all amounts credited to participant's accounts will become 100% vested. The Company has no present intent to terminate the Plan.

#### H. Parties-in-Interest Transactions

Parties-in-interest transactions include those with fiduciaries or employees of the Plan, any person who provides services to the Plan, an employer whose employees are covered by the Plan, an employee organization whose members are covered by the Plan, a person who owns 50% or more of such an employer or employee organization, or relatives of such persons.

Parties-in-interest transactions under ERISA include certain expenses paid by the Plan to various service providers related to plan operations and investment activity, and transactions involving notes receivable from participants, which are exempt from the prohibited transactions rules.

#### I. Reconciliation of Financial Statements to Form 5500

The following is a reconciliation of net assets available for benefits as of December 31, 2022 and 2021, per the accompanying financial statements to the Form 5500:

|                                                                | <u>2022</u>                 | <u>2021</u>                 |
|----------------------------------------------------------------|-----------------------------|-----------------------------|
| Net assets available for benefits per the financial statements | \$712,927,601               | \$884,697,488               |
| Deemed distributed loans per the Form 5500                     | <u>(386,463)</u>            | <u>(359,106)</u>            |
| Net assets available for benefits per the Form 5500            | <u><u>\$712,541,138</u></u> | <u><u>\$884,338,382</u></u> |

## MARY KAY INC. PROFIT SHARING AND 401(k) PLAN

### NOTES TO FINANCIAL STATEMENTS *(continued)*

#### I. Reconciliation of Financial Statements to Form 5500 – continued

The following is a reconciliation of the net increase in assets available for benefits for the years ended December 31, 2022 and 2021, per the accompanying financial statements to the Form 5500:

|                                                                                       | <u>2022</u>                   | <u>2021</u>                 |
|---------------------------------------------------------------------------------------|-------------------------------|-----------------------------|
| Net increase (decrease) in assets available for benefits per the financial statements | \$(171,769,887)               | \$ 71,689,344               |
| Change in deemed distributed loans per the Form 5500                                  | <u>(27,357)</u>               | <u>(94,923)</u>             |
| Net increase (decrease) in net assets available for benefits per the Form 5500        | <u><u>\$(171,797,244)</u></u> | <u><u>\$ 71,594,421</u></u> |

The reconciling items noted above are due to the difference in the method of accounting used in preparing the Form 5500 as compared to the Plan's financial statements. Additionally, there are differences between the reporting of certain investment line items within the fair value hierarchy in Note C and the Form 5500 for the Mellon Stable Value Fund because the Mellon Stable Value Fund is not a direct filing entity and thus required to be reported at the underlying investment level in the Form 5500 and supplemental schedules.

#### J. Subsequent Events

In preparing the accompanying financial statements, management of the Company has evaluated all subsequent events and transactions for potential recognition or disclosure through September 7, 2023, the date the financial statements were available for issuance.

|                                                                                                                                                                                                       |                                                                                                                                                                                                                                                                                                                                                                                          |                                                                                                         |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------|
| <b>Form 5500</b><br><br>Department of the Treasury<br>Internal Revenue Service<br><br>Department of Labor<br>Employee Benefits Security<br>Administration<br><br>Pension Benefit Guaranty Corporation | <b>Annual Return/Report of Employee Benefit Plan</b><br><br>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).<br><br><b>▶ Complete all entries in accordance with the instructions to the Form 5500.</b> | OMB Nos. 1210-0110<br>1210-0089<br><br><b>2022</b><br><br><b>This Form is Open to Public Inspection</b> |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------|

|                                                                                                          |                                                                                                                                                                                                                                                                                                                                            |
|----------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Part I Annual Report Identification Information</b>                                                   |                                                                                                                                                                                                                                                                                                                                            |
| For calendar plan year 2022 or fiscal plan year beginning <u>01/01/2022</u> and ending <u>12/31/2022</u> |                                                                                                                                                                                                                                                                                                                                            |
| <b>A</b> This return/report is for:                                                                      | <input type="checkbox"/> a multiemployer plan <input type="checkbox"/> a multiple-employer plan (Filers checking this box must attach a list of participating employer information in accordance with the form instructions.)<br><input checked="" type="checkbox"/> a single-employer plan <input type="checkbox"/> a DFE (specify) _____ |
| <b>B</b> This return/report is:                                                                          | <input type="checkbox"/> the first return/report <input type="checkbox"/> the final return/report<br><input type="checkbox"/> an amended return/report <input type="checkbox"/> a short plan year return/report (less than 12 months)                                                                                                      |
| <b>C</b> If the plan is a collectively-bargained plan, check here. ....                                  | <input type="checkbox"/>                                                                                                                                                                                                                                                                                                                   |
| <b>D</b> Check box if filing under:                                                                      | <input checked="" type="checkbox"/> Form 5558 <input type="checkbox"/> automatic extension <input type="checkbox"/> the DFVC program<br><input type="checkbox"/> special extension (enter description)                                                                                                                                     |
| <b>E</b> If this is a retroactively adopted plan permitted by SECURE Act section 201, check here. ....   | <input type="checkbox"/>                                                                                                                                                                                                                                                                                                                   |

|                                                                                                                                                                                                                                                                                                                                            |                                                                                                                                                                                                                                                                                                                        |                                                              |                                                           |                                                      |  |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------|-----------------------------------------------------------|------------------------------------------------------|--|
| <b>Part II Basic Plan Information—enter all requested information</b>                                                                                                                                                                                                                                                                      |                                                                                                                                                                                                                                                                                                                        |                                                              |                                                           |                                                      |  |
| <b>1a</b> Name of plan<br>MARY KAY INC. PROFIT SHARING AND 401(K) PLAN                                                                                                                                                                                                                                                                     | <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 80%;"><b>1b</b> Three-digit plan number (PN) ▶</td> <td style="width: 20%; text-align: center;">001</td> </tr> <tr> <td colspan="2"><b>1c</b> Effective date of plan<br/>12/03/1965</td> </tr> </table>                      | <b>1b</b> Three-digit plan number (PN) ▶                     | 001                                                       | <b>1c</b> Effective date of plan<br>12/03/1965       |  |
| <b>1b</b> Three-digit plan number (PN) ▶                                                                                                                                                                                                                                                                                                   | 001                                                                                                                                                                                                                                                                                                                    |                                                              |                                                           |                                                      |  |
| <b>1c</b> Effective date of plan<br>12/03/1965                                                                                                                                                                                                                                                                                             |                                                                                                                                                                                                                                                                                                                        |                                                              |                                                           |                                                      |  |
| <b>2a</b> Plan sponsor's name (employer, if for a single-employer plan)<br>Mailing address (include room, apt., suite no. and street, or P.O. Box)<br>City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions)<br><br>MARY KAY INC.<br><br><br>16251 DALLAS PARKWAY<br><br>Addison TX 75001 | <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td><b>2b</b> Employer Identification Number (EIN)<br/>75-1151701</td> </tr> <tr> <td><b>2c</b> Plan Sponsor's telephone number<br/>972-687-6300</td> </tr> <tr> <td><b>2d</b> Business code (see instructions)<br/>325900</td> </tr> </table> | <b>2b</b> Employer Identification Number (EIN)<br>75-1151701 | <b>2c</b> Plan Sponsor's telephone number<br>972-687-6300 | <b>2d</b> Business code (see instructions)<br>325900 |  |
| <b>2b</b> Employer Identification Number (EIN)<br>75-1151701                                                                                                                                                                                                                                                                               |                                                                                                                                                                                                                                                                                                                        |                                                              |                                                           |                                                      |  |
| <b>2c</b> Plan Sponsor's telephone number<br>972-687-6300                                                                                                                                                                                                                                                                                  |                                                                                                                                                                                                                                                                                                                        |                                                              |                                                           |                                                      |  |
| <b>2d</b> Business code (see instructions)<br>325900                                                                                                                                                                                                                                                                                       |                                                                                                                                                                                                                                                                                                                        |                                                              |                                                           |                                                      |  |

**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.

|                  |                                    |                  |                                                              |
|------------------|------------------------------------|------------------|--------------------------------------------------------------|
| <b>SIGN HERE</b> |                                    | <u>9/17/2023</u> | Patrick Cargo                                                |
|                  | Signature of plan administrator    | Date             | Enter name of individual signing as plan administrator       |
| <b>SIGN HERE</b> |                                    |                  |                                                              |
|                  | Signature of employer/plan sponsor | Date             | Enter name of individual signing as employer or plan sponsor |
| <b>SIGN HERE</b> |                                    |                  |                                                              |
|                  | Signature of DFE                   | Date             | Enter name of individual signing as DFE                      |

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

Form 5500 (2022)  
v. 220413

**MARY KAY INC. PROFIT SHARING AND 401(k) PLAN**  
**FORM 5500, SCHEDULE H, LINE 4j - SCHEDULE OF REPORTABLE TRANSACTIONS**  
**Year Ended December 31, 2021**

**EIN: 75-1151701**  
**Plan #: 001**

| (a) Identity of Party                                                                    | (b) Description of Asset                 | Number of<br>Purchase<br>Transactions | (c)<br>Purchase<br>Price | Number of<br>Sell<br>Transactions | (d)<br>Selling<br>Price | (g)<br>Cost of<br>Assets | (h)<br>Current Value<br>of Asset on<br>Transaction<br>Date | (i)<br>Net Gain<br>(Loss) |
|------------------------------------------------------------------------------------------|------------------------------------------|---------------------------------------|--------------------------|-----------------------------------|-------------------------|--------------------------|------------------------------------------------------------|---------------------------|
| <u>Category (iii) - Series of securities transactions in excess of 5% of Plan Assets</u> |                                          |                                       |                          |                                   |                         |                          |                                                            |                           |
| JP Morgan                                                                                | JPMorgan Trust II US GOVT MMF INST Class | 890                                   | \$ 178,882,429           | -                                 | \$ -                    | \$ 178,882,429           | \$ 178,882,429                                             | \$ -                      |
| JP Morgan                                                                                | JPMorgan Trust II US GOVT MMF INST Class | -                                     | -                        | 794                               | 175,863,144             | 175,863,144              | 175,863,144                                                | -                         |

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

Columns (e) and (f) are not applicable

**MARY KAY INC. PROFIT SHARING AND 401(k) PLAN**  
**FORM 5500, SCHEDULE H, LINE 4(i) - SCHEDULE OF ASSETS (HELD AT END OF YEAR)**

As of December 31, 2022

EIN: 75-1151701  
Plan #: 001

| (a)<br>Party In<br>Interest** | (b)<br>Identity of issue, borrower, lessor, or similar party                         | (c)<br>Description of<br>investment<br>(shares) | (d)<br>Cost*  | (e)<br>Current<br>Value |
|-------------------------------|--------------------------------------------------------------------------------------|-------------------------------------------------|---------------|-------------------------|
|                               | <b>Interest-bearing Cash</b>                                                         |                                                 |               |                         |
|                               | JP MORGAN TRUST II US GOVT MMF INST CLASS                                            | 17,156,837                                      | \$ 17,156,837 | \$ 17,171,716           |
|                               | <b>Total Interest-bearing Cash</b>                                                   |                                                 |               | <b>\$ 17,171,716</b>    |
|                               | <b>U.S. Government Securities</b>                                                    |                                                 |               |                         |
|                               | FEDERAL FARM CREDIT BANK UNSECURED NOTES Semi Annual 2.83 12/29/23                   | 1,500,000                                       | \$ 1,489,215  | \$ 1,472,713            |
|                               | FHLMC ABS SER.KJ26 CL.A2 Monthly 2.61 7/25/25                                        | 401,419                                         | 409,425       | 377,543                 |
|                               | FHLMC ABS SER.KJ28 CL.A1 Monthly 1.77 2/25/25                                        | 640                                             | 640           | 635                     |
|                               | FHLMC GOLD POOL #FG C09068 Monthly 3.5 11/1/44                                       | 91,754                                          | 95,381        | 85,603                  |
|                               | FHLMC GOLD POOL #FG G08595 Monthly 4 7/1/44                                          | 64,064                                          | 68,299        | 61,433                  |
|                               | FHLMC GOLD POOL #FG G08596 Monthly 4.5 7/1/44                                        | 81,708                                          | 88,896        | 80,359                  |
|                               | FNMA POOL #452225 Monthly 6 3/1/29                                                   | 6,561                                           | 6,733         | 6,663                   |
|                               | FNMA POOL #889720 Monthly 6.5 7/1/38                                                 | 1,929                                           | 1,981         | 1,983                   |
|                               | FNMA POOL #984075 Monthly 4.5 6/1/23                                                 | 145                                             | 139           | 144                     |
|                               | FNMA POOL #MA4580 Monthly 3.5 4/1/52                                                 | 1,086,847                                       | 1,087,144     | 987,715                 |
|                               | GNMA CMO FLOAT SER.2018-H11 CL.FJ Monthly 0 6/20/68                                  | 783,347                                         | 770,005       | 764,947                 |
|                               | GNMA CMO FLOAT SER.2019-H01 CL.FL Monthly 0 12/20/68                                 | 158,528                                         | 158,429       | 156,704                 |
|                               | GNMA CMO FLOAT SER.2019-H10 CL.FM Monthly 0 5/20/69                                  | 481,584                                         | 480,831       | 473,764                 |
|                               | GNMA CMO SER.2019-H04 CL.NA Monthly 3.5 9/20/68                                      | 592,997                                         | 637,058       | 557,663                 |
|                               | GNMA POOL #569238 Monthly 6.5 3/15/32                                                | 5,752                                           | 5,988         | 5,913                   |
|                               | UNITED STATES OF AMERICA TREASURY BONDS Semi Annual 2.88 5/15/32                     | 2,500,000                                       | 2,479,278     | 2,303,906               |
|                               | UNITED STATES OF AMERICA TREASURY BONDS Semi Annual 4.13 11/15/32                    | 2,065,000                                       | 2,167,395     | 2,107,268               |
|                               | UNITED STATES OF AMERICA TREASURY NOTES Semi Annual 0.25 8/31/25                     | 4,209,000                                       | 3,817,709     | 3,784,812               |
|                               | UNITED STATES OF AMERICA TREASURY NOTES Semi Annual 0.75 8/31/26                     | 1,000,000                                       | 998,750       | 885,430                 |
|                               | UNITED STATES OF AMERICA TREASURY NOTES Semi Annual 0.88 9/30/26                     | 1,505,000                                       | 1,483,601     | 1,336,334               |
|                               | UNITED STATES OF AMERICA TREASURY NOTES Semi Annual 1.13 10/31/26                    | 1,298,000                                       | 1,296,331     | 1,160,949               |
|                               | UNITED STATES OF AMERICA TREASURY NOTES Semi Annual 1.25 11/30/26                    | 1,440,000                                       | 1,445,569     | 1,292,119               |
|                               | UNITED STATES OF AMERICA TREASURY NOTES Semi Annual 1.25 12/31/26                    | 4,424,000                                       | 4,213,431     | 3,961,727               |
|                               | UNITED STATES OF AMERICA TREASURY NOTES Semi Annual 1.38 11/15/31                    | 1,785,000                                       | 1,732,605     | 1,452,823               |
|                               | UNITED STATES OF AMERICA TREASURY NOTES Semi Annual 1.5 1/31/27                      | 2,365,000                                       | 2,324,170     | 2,135,244               |
|                               | UNITED STATES OF AMERICA TREASURY NOTES Semi Annual 1.75 3/15/25                     | 1,286,000                                       | 1,211,382     | 1,215,170               |
|                               | UNITED STATES OF AMERICA TREASURY NOTES Semi Annual 1.88 2/15/32                     | 3,660,000                                       | 3,508,092     | 3,104,852               |
|                               | UNITED STATES OF AMERICA TREASURY NOTES Semi Annual 2.5 3/31/27                      | 5,094,000                                       | 4,997,416     | 4,780,202               |
|                               | UNITED STATES OF AMERICA TREASURY NOTES Semi Annual 2.63 5/31/27                     | 2,118,000                                       | 2,079,449     | 1,996,463               |
|                               | UNITED STATES OF AMERICA TREASURY NOTES Semi Annual 2.63 5/31/27                     | 855,000                                         | 828,081       | 805,938                 |
|                               | UNITED STATES OF AMERICA TREASURY NOTES Semi Annual 2.75 4/30/27                     | 2,530,000                                       | 2,534,003     | 2,397,570               |
|                               | UNITED STATES OF AMERICA TREASURY NOTES Semi Annual 2.75 5/15/25                     | 2,485,000                                       | 2,408,003     | 2,396,278               |
|                               | UNITED STATES OF AMERICA TREASURY NOTES Semi Annual 2.75 7/31/27                     | 1,696,000                                       | 1,645,192     | 1,604,641               |
|                               | UNITED STATES OF AMERICA TREASURY NOTES Semi Annual 2.75 7/31/27                     | 1,955,000                                       | 1,937,351     | 1,849,690               |
|                               | UNITED STATES OF AMERICA TREASURY NOTES Semi Annual 3 7/15/25                        | 580,000                                         | 581,405       | 561,784                 |
|                               | UNITED STATES OF AMERICA TREASURY NOTES Semi Annual 3 7/31/24                        | 1,072,000                                       | 1,043,068     | 1,045,619               |
|                               | UNITED STATES OF AMERICA TREASURY NOTES Semi Annual 3.13 8/31/27                     | 770,000                                         | 751,081       | 740,584                 |
|                               | UNITED STATES OF AMERICA TREASURY NOTES Semi Annual 3.25 6/30/27                     | 760,000                                         | 766,739       | 734,855                 |
|                               | UNITED STATES OF AMERICA TREASURY NOTES Semi Annual 3.25 8/31/24                     | 905,000                                         | 893,299       | 886,122                 |
|                               | UNITED STATES OF AMERICA TREASURY NOTES Semi Annual 4.13 10/31/27                    | 1,177,000                                       | 1,199,992     | 1,181,322               |
|                               | UNITED STATES OF AMERICA TREASURY NOTES Semi Annual 4.13 10/31/27                    | 705,000                                         | 708,305       | 707,589                 |
|                               | UNITED STATES OF AMERICA TREASURY NOTES Semi Annual 4.13 9/30/27                     | 1,485,000                                       | 1,486,407     | 1,490,569               |
|                               | UNITED STATES OF AMERICA TREASURY NOTES Semi Annual 4.25 10/15/25                    | 1,613,000                                       | 1,624,032     | 1,611,740               |
|                               | UNITED STATES OF AMERICA TREASURY NOTES Semi Annual 4.5 11/30/24                     | 715,000                                         | 715,196       | 715,028                 |
|                               | <b>Total U.S. Government Securities</b>                                              |                                                 |               | <b>\$ 55,280,406</b>    |
|                               | <b>Corporate Debt - Preferred</b>                                                    |                                                 |               |                         |
|                               | AIG GLOBAL FUNDING SECURED NOTES Semi Annual 0.9 9/22/25                             | 160,000                                         | \$ 159,867    | \$ 142,839              |
|                               | ALLY AUTO REC TR 2022-3 ABS SER.2022-3 CL.A3 Monthly 5.07 4/15/27                    | 65,000                                          | 64,996        | 65,224                  |
|                               | AMERICAN CREDIT ACCEPT 2020-4 ABS SER.2020-4 CL.C Monthly 1.31 12/14/26              | 70,385                                          | 70,372        | 69,240                  |
|                               | AMERICAN CREDIT ACCEPT 2022-4 ABS SER.2022-4 CL.C Monthly 7.86 2/15/29               | 20,000                                          | 19,996        | 20,253                  |
|                               | AMERICREDIT AUTO REC TR 2020-2 ABS SER.2020-2 CL.B Monthly 0 2/18/26                 | 25,000                                          | 24,999        | 24,475                  |
|                               | AMERICREDIT AUTO REC TR 2021-2 ABS SER.2021-2 CL.B Monthly 0.69 1/19/27              | 105,000                                         | 104,991       | 98,455                  |
|                               | AMERICREDIT AUTO REC TR 2022-2 ABS SER.2022-2 CL.A3 Monthly 4.38 4/18/28             | 80,000                                          | 79,984        | 78,499                  |
|                               | APPLE INC SENIOR UNSECURED GLOBAL NOTES Semi Annual 2.4 5/3/23                       | 670,000                                         | 654,700       | 664,641                 |
|                               | AUSTRALIA & NZ BANKING GROUP SENIOR UNSECURED NOTES Semi Annual 5.09 12/8/25         | 350,000                                         | 350,000       | 351,405                 |
|                               | BANK OF NEW YORK MELLON CORP SR UNSECURED MEDIUM TERM NOTES Semi Annual 1.8 7/28/31  | 80,000                                          | 80,000        | 61,746                  |
|                               | BANK OF NEW ZEALAND SENIOR UNSECURED NOTES Semi Annual 2 2/21/25                     | 450,000                                         | 447,534       | 420,410                 |
|                               | BLACKSTONE HLDGS FIN CO LLC SENIOR UNSECURED NOTES Semi Annual 5.9 11/3/27           | 140,000                                         | 139,713       | 141,048                 |
|                               | BRIGHTHOUSE FINANCIAL GLBL FND SECURED NOTES Semi Annual 1.75 1/13/25                | 215,000                                         | 214,725       | 197,994                 |
|                               | BURLINGTON NORTHERN SANTA FE SENIOR UNSECURED GLOBAL NOTES Semi Annual 3 3/15/23     | 410,000                                         | 416,264       | 408,672                 |
|                               | CAPITAL ONE PRIME AUTO 2019-2 ABS SER.2019-2 CL.A3 Monthly 1.92 5/15/24              | 17,464                                          | 17,463        | 17,431                  |
|                               | CARMAX AUTO OWNER TRUST 2019-3 ABS SER.2019-3 CL.A3 Monthly 2.18 8/15/24             | 55,328                                          | 55,320        | 55,107                  |
|                               | CARMAX AUTO OWNER TRUST 2021-2 ABS SER.2021-2 CL.A4 Monthly 0.81 12/15/26            | 1,185,000                                       | 1,184,929     | 1,083,955               |
|                               | CARVANA AUTO REC TR 2021-N2 ABS SER.2021-N2 CL.B Monthly 0.75 3/10/28                | 22,499                                          | 22,498        | 20,475                  |
|                               | CARVANA AUTO REC TR 2021-N4 ABS SER.2021-N4 CL.C Monthly 1.72 9/11/28                | 75,000                                          | 74,999        | 71,591                  |
|                               | CARVANA AUTO REC TR 2022-P3 ABS SER.2022-P3 CL.A3 Monthly 4.61 11/10/27              | 40,000                                          | 39,994        | 38,981                  |
|                               | CATERPILLAR FIN SERVICES CORP SR UNSECURED MEDIUM TERM NOTES Semi Annual 3.6 8/12/27 | 135,000                                         | 134,939       | 128,819                 |

**MARY KAY INC. PROFIT SHARING AND 401(k) PLAN**  
**FORM 5500, SCHEDULE H, LINE 4(i) - SCHEDULE OF ASSETS (HELD AT END OF YEAR)**

As of December 31, 2022

EIN: 75-1151701  
Plan #: 001

| (a)<br>Party In<br>Interest** | (b)<br>Identity of issue, borrower, lessor, or similar party                         | (c)<br>Description of<br>investment<br>(shares) | (d)<br>Cost* | (e)<br>Current<br>Value |
|-------------------------------|--------------------------------------------------------------------------------------|-------------------------------------------------|--------------|-------------------------|
|                               | CATERPILLAR FIN SERVICES CORP SR UNSECURED MEDIUM TERM NOTES Semi Annual 4.9 1/17/25 | 225,000                                         | \$ 224,874   | \$ 225,594              |
|                               | CREDIT ACCEPTANCE AUTO 2020-2A ABS SER.2020-2A CL.A Monthly 1.37 7/16/29             | 116,290                                         | 116,264      | 115,129                 |
|                               | CREDIT SUISSE NEW YORK BRANCH SENIOR UNSECURED GLOBAL NOTES Semi Annual 0.52 8/9/23  | 275,000                                         | 275,000      | 261,594                 |
|                               | CREDIT SUISSE NEW YORK BRANCH SENIOR UNSECURED GLOBAL NOTES Semi Annual 3.7 2/21/25  | 295,000                                         | 294,634      | 272,017                 |
|                               | DANSKE BANK A/S SENIOR PREFERRED NOTES Semi Annual 0.98 9/10/25                      | 460,000                                         | 460,000      | 419,977                 |
|                               | DENSO CORP SENIOR UNSECURED NOTES Semi Annual 1.24 9/16/26                           | 200,000                                         | 200,000      | 173,769                 |
|                               | DNB BANK ASA SR NON PREFERRED ADJ NOTES Semi Annual 0 10/9/26                        | 375,000                                         | 375,000      | 375,005                 |
|                               | DRIVE AUTO REC TR 2021-1 ABS SER.2021-1 CL.B Monthly 0.65 7/15/25                    | 3,224                                           | 3,224        | 3,220                   |
|                               | DRIVE AUTO REC TR 2021-2 ABS SER.2021-2 CL.B Monthly 0.58 12/15/25                   | 146,256                                         | 146,252      | 144,414                 |
|                               | DT AUTO OWNER TR 2021-4A ABS SER.2021-4A CL.C Monthly 1.5 9/15/27                    | 100,000                                         | 99,997       | 92,114                  |
|                               | DT AUTO OWNER TRUST 2020-2A ABS SER.2020-2A CL.C Monthly 3.28 3/16/26                | 77,881                                          | 77,870       | 76,961                  |
|                               | DT AUTO OWNER TRUST 2020-3A ABS SER.2020-3A CL.C Monthly 1.47 6/15/26                | 100,000                                         | 99,994       | 96,748                  |
|                               | DT AUTO OWNER TRUST 2021-2A ABS SER.2021-2A CL.B Monthly 0.81 1/15/27                | 70,000                                          | 69,995       | 68,623                  |
|                               | DT AUTO OWNER TRUST 2022-3A ABS SER.2022-3A CL.B Monthly 6.74 7/17/28                | 120,000                                         | 120,000      | 121,656                 |
|                               | ENTERPRISE FLEET FIN 2022-3 ABS SER.2022-3 CL.A2 Monthly 4.38 7/20/29                | 50,000                                          | 49,993       | 48,883                  |
|                               | EXETER AUTO REC TRUST 2020-2A ABS SER.2020-2A CL.C Monthly 3.28 5/15/25              | 42,739                                          | 42,734       | 42,552                  |
|                               | EXETER AUTO REC TRUST 2020-3A ABS SER.2020-3A CL.C Monthly 2.17 7/15/25              | 15,441                                          | 15,441       | 15,267                  |
|                               | EXETER AUTO REC TRUST 2021-2A ABS SER.2021-2A CL.B Monthly 0.57 9/15/25              | 39,033                                          | 39,032       | 38,768                  |
|                               | EXETER AUTO REC TRUST 2021-4A ABS SER.2021-4A CL.B Monthly 1.05 5/15/26              | 185,000                                         | 184,975      | 180,467                 |
|                               | EXETER AUTO REC TRUST 2022-3A ABS SER.2022-3A CL.B Monthly 4.86 12/15/26             | 150,000                                         | 149,641      | 147,636                 |
|                               | EXETER AUTO REC TRUST 2022-5A ABS SER.2022-5A CL.B Monthly 5.97 3/15/27              | 175,000                                         | 174,563      | 174,661                 |
|                               | EXXON MOBIL CORP SENIOR UNSECURED GLOBAL NOTES Semi Annual 3.48 3/19/30              | 235,000                                         | 235,000      | 219,162                 |
|                               | FLAGSHIP CREDIT AUTO TR 2020-1 ABS SER.2020-1 CL.B Monthly 2.05 2/17/25              | 7,796                                           | 7,795        | 7,787                   |
|                               | FLAGSHIP CREDIT AUTO TR 2020-2 ABS SER.2020-2 CL.C Monthly 3.8 4/15/26               | 43,317                                          | 43,306       | 43,059                  |
|                               | FLAGSHIP CREDIT AUTO TR 2020-4 ABS SER.2020-4 CL.C Monthly 1.28 2/16/27              | 55,000                                          | 54,986       | 52,626                  |
|                               | FLAGSHIP CREDIT AUTO TR 2021-1 ABS SER.2021-1 CL.B Monthly 0.68 2/16/27              | 95,000                                          | 94,977       | 92,670                  |
|                               | FLAGSHIP CREDIT AUTO TR 2021-2 ABS SER.2021-2 CL.B Monthly 0.93 6/15/27              | 80,000                                          | 80,000       | 76,162                  |
|                               | FLAGSHIP CREDIT AUTO TR 2022-1 ABS SER.2022-1 CL.A Monthly 1.67 10/15/26             | 277,575                                         | 277,545      | 267,792                 |
|                               | FORD CREDIT AUTO OWN TR 2021-1 ABS SER.2021-1 CL.A Monthly 1.37 10/17/33             | 140,000                                         | 139,999      | 125,024                 |
|                               | FOURSIGHT CAP AUTO REC 2022-2 ABS SER.2022-2 CL.A3 Monthly 4.59 6/15/27              | 100,000                                         | 100,000      | 98,029                  |
|                               | GLS AUTO REC TRUST 2020-4A ABS SER.2020-4A CL.C Monthly 1.14 11/17/25                | 56,501                                          | 56,489       | 55,546                  |
|                               | GLS AUTO REC TRUST 2021-1A ABS SER.2021-1A CL.B Monthly 0.82 4/15/25                 | 15,578                                          | 15,575       | 15,554                  |
|                               | GLS AUTO REC TRUST 2021-2A ABS SER.2021-2A CL.B Monthly 0.77 9/15/25                 | 73,165                                          | 73,164       | 72,344                  |
|                               | GLS AUTO REC TRUST 2021-4A ABS SER.2021-4A CL.B Monthly 1.53 4/15/26                 | 245,000                                         | 244,954      | 234,318                 |
|                               | GM FINANCIAL SEC TERM 2022-1 ABS SER.2022-1 CL.A3 Monthly 1.26 11/16/26              | 905,000                                         | 904,921      | 855,571                 |
|                               | GMF FLRPLN OWNER REV TR 2020-1 ABS SER.2020-1 CL.A Monthly 0.68 8/15/25              | 100,000                                         | 99,977       | 97,099                  |
|                               | GREAT-WEST LIFE CO US FI SENIOR UNSECURED NOTES Semi Annual 0.9 8/12/25              | 185,000                                         | 185,000      | 164,528                 |
|                               | HONDA AUTO REC OWN TR 2020-2 ABS SER.2020-2 CL.A3 Monthly 0.82 7/15/24               | 22,032                                          | 22,030       | 21,708                  |
|                               | HONEYWELL INTERNATIONAL INC SENIOR UNSECURED GLOBAL NOTES Semi Annual 5 2/15/33      | 90,000                                          | 89,116       | 91,669                  |
|                               | HYUNDAI AUTO REC TR 2021-A ABS SER.2021-A CL.B Monthly 1.09 5/17/27                  | 720,000                                         | 719,904      | 650,335                 |
|                               | JACKSON NATL LIFE GLBL FUNDING SECURED NOTES Semi Annual 1.75 1/12/25                | 235,000                                         | 234,960      | 218,100                 |
|                               | JPMBB COMM MTG SEC TR 2013-C12 ABS SER.2013-C12 CL.A4 Monthly 3.36 7/15/45           | 20,782                                          | 21,620       | 20,627                  |
|                               | JPMCC COMM MTG SEC T 2013-LC11 ABS SER.2013-LC11 CL.A5 Monthly 2.96 4/15/46          | 263,943                                         | 271,789      | 262,028                 |
|                               | JPMCC COMM MTG SEC T 2013-LC11 ABS SER.2013-LC11 CL.A5 Monthly 3.22 4/15/46          | 646,000                                         | 656,270      | 636,125                 |
|                               | KAISER FOUNDATION HOSPITALS SENIOR UNSECURED NOTES Semi Annual 3.15 5/1/27           | 425,000                                         | 423,449      | 397,737                 |
|                               | KKR GROUP FINANCE CO XII SENIOR UNSECURED NOTES Semi Annual 4.85 5/17/32             | 100,000                                         | 99,647       | 93,364                  |
|                               | NATIONAL RURAL UTILS COOP FIN SECURED GLOBAL MED TERM NOTES Semi Annual 3.25 11/1/25 | 410,000                                         | 413,874      | 390,870                 |
|                               | NATIONAL SECS CLEARING CORP SENIOR UNSECURED NOTES Semi Annual 5.1 11/21/27          | 355,000                                         | 354,890      | 357,054                 |
|                               | NATIONWIDE BUILDING SOCIETY SENIOR UNSECURED NOTES Semi Annual 4.85 7/27/27          | 370,000                                         | 369,660      | 360,580                 |
|                               | NAVIENT STUDENT LN TR 2020-GA ABS SER.2020-GA CL.A Monthly 1.17 9/16/69              | 32,722                                          | 32,716       | 29,023                  |
|                               | NEXTGEAR FLOOR MSTR TR 2020-1A ABS SER.2020-1A CL.A2 Monthly 1.55 2/18/25            | 280,000                                         | 279,992      | 278,878                 |
|                               | NORDEA BANK ABP SENIOR NON PREFERRED NOTES Semi Annual 1.5 9/30/26                   | 355,000                                         | 354,574      | 306,542                 |
|                               | NYC HSG DEV CORP 2014-8SPR ABS SER.2014-8SPR CL.A Monthly 3.71 2/15/48               | 475,000                                         | 507,229      | 451,637                 |
|                               | ONCOR ELEC DELIVERY CO LLC 1ST LIEN GLOBAL NOTES Semi Annual 2.75 5/15/30            | 225,000                                         | 235,012      | 195,947                 |
|                               | PACCAR FINANCIAL CORP SENIOR UNSECURED GLOBAL NOTES Semi Annual 3.4 8/9/23           | 350,000                                         | 349,346      | 346,761                 |
|                               | PRESTIGE AUTO REC TR 2021-1A ABS SER.2021-1A CL.C Monthly 1.53 2/15/28               | 115,000                                         | 114,979      | 106,070                 |
|                               | PROTECTIVE LIFE GLOBAL FUNDING SECURED NOTES Semi Annual 1.65 1/13/25                | 290,000                                         | 290,000      | 267,811                 |
|                               | PROTECTIVE LIFE GLOBAL FUNDING SECURED NOTES Semi Annual 4.71 7/6/27                 | 150,000                                         | 150,000      | 145,566                 |
|                               | PUBLIC SERVICE ELECTRIC SECURED 1ST MTG MED TERM NOTES Semi Annual 2.25 9/15/26      | 520,000                                         | 518,289      | 472,241                 |
|                               | QUALCOMM INC SENIOR UNSECURED GLOBAL NOTES Semi Annual 5.4 5/20/33                   | 245,000                                         | 244,858      | 255,074                 |
|                               | RELIANCE STANDARD LIFE GLOBAL SECURED NOTES Semi Annual 2.75 5/7/25                  | 210,000                                         | 209,087      | 197,114                 |
|                               | SANTANDER CONS AUTO TR 2020-AA ABS SER.2020-AA CL.C Monthly 3.71 2/17/26             | 65,000                                          | 64,990       | 64,466                  |
|                               | SANTANDER DR AUTO RE TR 2022-3 ABS SER.2022-3 CL.B Monthly 4.13 8/16/27              | 150,000                                         | 149,984      | 146,336                 |
|                               | SANTANDER DR AUTO RE TR 2022-4 ABS SER.2022-4 CL.B Monthly 4.42 11/15/27             | 130,000                                         | 129,970      | 125,777                 |
|                               | SANTANDER DR AUTO RE TR 2022-5 ABS SER.2022-5 CL.B Monthly 4.43 3/15/27              | 70,000                                          | 69,986       | 68,066                  |
|                               | SANTANDER DR AUTO RE TR 2022-7 ABS SER.2022-7 CL.A3 Monthly 5.75 4/15/27             | 35,000                                          | 34,997       | 35,195                  |
|                               | SANTANDER UK PLC SENIOR UNSECURED GLOBAL NOTES Semi Annual 4 3/13/24                 | 674,000                                         | 713,355      | 663,315                 |
|                               | SCHLUMBERGER FINANCE CA LTD SENIOR UNSECURED GLOBAL NOTES Semi Annual 1.4 9/17/25    | 365,000                                         | 364,562      | 334,309                 |
|                               | SREIT TRUST 2021-PALM ABS FLOAT SER.2021-PALM CL.A Monthly 0 10/15/34                | 265,000                                         | 263,818      | 253,784                 |
|                               | TOTAL CAPITAL INTL SA SENIOR UNSECURED GLOBAL NOTES Semi Annual 2.43 1/10/25         | 140,000                                         | 140,000      | 133,744                 |
|                               | TOYOTA AUTO LN EXTEND 2020-1A ABS SER.2020-1A CL.A Monthly 1.35 5/25/33              | 130,000                                         | 129,993      | 118,928                 |
|                               | UNITED AUTO CR SEC TR 2022-1 ABS SER.2022-1 CL.B Monthly 2.1 3/10/25                 | 50,000                                          | 49,994       | 49,245                  |

**MARY KAY INC. PROFIT SHARING AND 401(k) PLAN**  
**FORM 5500, SCHEDULE H, LINE 4(i) - SCHEDULE OF ASSETS (HELD AT END OF YEAR)**

As of December 31, 2022

EIN: 75-1151701  
Plan #: 001

| (a)<br>Party In<br>Interest** | (b)<br>Identity of issue, borrower, lessor, or similar party                           | (c)<br>Description of<br>investment<br>(shares) | (d)<br>Cost* | (e)<br>Current<br>Value |
|-------------------------------|----------------------------------------------------------------------------------------|-------------------------------------------------|--------------|-------------------------|
|                               | UNITED AUTO CR SEC TR 2022-2 ABS SER.2022-2 CL.C Monthly 5.81 5/10/27                  | 75,000                                          | \$ 74,640    | \$ 73,915               |
|                               | UNITEDHEALTH GROUP INC SENIOR UNSECURED GLOBAL NOTES Semi Annual 5.15 10/15/25         | 215,000                                         | 214,981      | 217,452                 |
|                               | US BANCORP SR UNSECURED GLOBAL ADJ NOTES Semi Annual 0 10/21/33                        | 80,000                                          | 80,000       | 83,051                  |
|                               | USAA CAPITAL CORP SENIOR UNSECURED NOTES Semi Annual 3.38 5/1/25                       | 150,000                                         | 149,510      | 144,688                 |
|                               | VERIZON MASTER TRUST 2021-2 ABS SER.2021-2 CL.A Monthly 0.99 4/20/28                   | 1,130,000                                       | 1,129,837    | 1,053,341               |
|                               | WELLPOINT INC SENIOR UNSECURED GLOBAL NOTES Semi Annual 3.5 8/15/24                    | 358,000                                         | 359,496      | 349,200                 |
|                               | WESTLAKE AUTO REC TR 2020-2A ABS SER.2020-2A CL.C Monthly 2.01 7/15/25                 | 92,330                                          | 92,316       | 91,421                  |
|                               | WESTLAKE AUTO REC TR 2021-2A ABS SER.2021-2A CL.B Monthly 0.62 7/15/26                 | 80,000                                          | 79,995       | 77,225                  |
|                               | WESTLAKE AUTO REC TR 2021-3A ABS SER.2021-3A CL.C Monthly 1.58 1/15/27                 | 270,000                                         | 269,964      | 252,664                 |
|                               | WESTPAC BANKING CORP SENIOR UNSECURED GLOBAL NOTES Semi Annual 5.46 11/18/27           | 350,000                                         | 350,000      | 357,444                 |
|                               | WORLD OMNI AUTO REC TR 2021-C ABS SER.2021-C CL.B Monthly 0.84 9/15/27                 | 750,000                                         | 749,787      | 681,308                 |
|                               | WORLD OMNI SELECT AUTO 2020-A ABS SER.2020-A CL.A3 Monthly 0.55 7/15/25                | 25,539                                          | 25,537       | 25,367                  |
|                               | WORLD OMNI SELECT AUTO 2021-A ABS SER.2021-A CL.B Monthly 0.85 8/16/27                 | 95,000                                          | 94,978       | 88,138                  |
|                               | WW GRAINGER INC SENIOR UNSECURED GLOBAL NOTES Semi Annual 1.85 2/15/25                 | 105,000                                         | 104,708      | 98,571                  |
|                               | <b>Total Corporate Debt - Preferred</b>                                                |                                                 |              | <b>\$ 21,873,398</b>    |
|                               | <b>Corporate Debt - All Other</b>                                                      |                                                 |              |                         |
|                               | ABBVIE INC SENIOR UNSECURED GLOBAL NOTES Semi Annual 3.6 5/14/25                       | 494,000                                         | \$ 536,864   | \$ 478,759              |
|                               | ABN AMRO BANK NV SR NON PREFERRED ADJ NOTES Semi Annual 0 12/13/29                     | 300,000                                         | 300,000      | 242,588                 |
|                               | AES CORP SECURED NOTES Semi Annual 3.3 7/15/25                                         | 130,000                                         | 129,964      | 122,577                 |
|                               | AIG GLOBAL FUNDING SECURED NOTES Semi Annual 0.65 6/17/24                              | 170,000                                         | 169,823      | 158,659                 |
|                               | AIR LEASE CORP SENIOR UNSECURED GLOBAL NOTES Semi Annual 1.88 8/15/26                  | 95,000                                          | 94,266       | 82,511                  |
|                               | AIR LEASE CORP SENIOR UNSECURED GLOBAL NOTES Semi Annual 3.63 4/1/27                   | 656,000                                         | 687,882      | 597,707                 |
|                               | AIR LEASE CORP SENIOR UNSECURED GLOBAL NOTES Semi Annual 5.85 12/15/27                 | 175,000                                         | 173,185      | 174,801                 |
|                               | ALLY FINANCIAL INC SENIOR UNSECURED GLOBAL NOTES Semi Annual 4.75 6/9/27               | 220,000                                         | 217,736      | 206,210                 |
|                               | ALLY FINANCIAL INC SENIOR UNSECURED GLOBAL NOTES Semi Annual 7.1 11/15/27              | 155,000                                         | 153,447      | 157,691                 |
|                               | ALTRIA GROUP INC SENIOR UNSECURED GLOBAL NOTES Semi Annual 2.45 2/4/32                 | 150,000                                         | 149,843      | 113,159                 |
|                               | AMAZON.COM INC SENIOR UNSECURED GLOBAL NOTES Semi Annual 4.65 12/1/29                  | 250,000                                         | 249,823      | 248,130                 |
|                               | AMCOR FLEXIBLES NORTH AMERICA SENIOR UNSECURED GLOBAL NOTES Semi Annual 4 5/17/25      | 85,000                                          | 84,979       | 82,742                  |
|                               | AMEREN CORP SENIOR UNSECURED GLOBAL NOTES Semi Annual 1.75 3/15/28                     | 115,000                                         | 114,894      | 97,120                  |
|                               | AMERICAN CREDIT ACCEPT 2021-3 ABS SER.2021-3 CL.B Monthly 0.66 2/13/26                 | 47,756                                          | 47,748       | 47,586                  |
|                               | AMERICAN ELECTRIC POWER CO INC JUNIOR SUB GLOBAL NOTES Semi Annual 2.03 3/15/24        | 135,000                                         | 136,208      | 130,165                 |
|                               | AMERICAN EXPRESS CO SENIOR UNSECURED GLOBAL NOTES Semi Annual 2.55 3/4/27              | 90,000                                          | 89,916       | 81,873                  |
|                               | AMERICAN EXPRESS CO SENIOR UNSECURED GLOBAL NOTES Semi Annual 5.85 11/5/27             | 130,000                                         | 129,906      | 135,334                 |
|                               | AMERICAN EXPRESS CO SR UNSECURED GLOBAL ADJ NOTES Semi Annual 0 8/3/33                 | 185,000                                         | 185,000      | 174,754                 |
|                               | AMERICAN EXPRESS CO SUBORDINATED GLOBAL NOTES Semi Annual 3.63 12/5/24                 | 178,000                                         | 188,865      | 173,293                 |
|                               | AMERICAN HONDA FINANCE CORP SENIOR UNSECURED GLOBAL NOTES Semi Annual 2.25 1/12/29     | 75,000                                          | 74,831       | 64,327                  |
|                               | AMERICAN HONDA FINANCE CORP SR UNSECURED MEDIUM TERM NOTES Semi Annual 1 9/10/25       | 578,000                                         | 531,881      | 521,343                 |
|                               | AMERICREDIT AUT REC TR 2022-1 ABS SER.2022-1 CL.B Monthly 2.77 4/19/27                 | 150,000                                         | 149,975      | 142,780                 |
|                               | AMERICREDIT AUTO REC TR 2021-3 ABS SER.2021-3 CL.C Monthly 1.41 8/18/27                | 135,000                                         | 134,978      | 121,554                 |
|                               | AMSR TRUST 2020-SFR3 ABS SER.2020-SFR3 CL.D Monthly 2.11 9/17/37                       | 500,000                                         | 502,188      | 449,558                 |
|                               | ANTARES HOLDINGS SENIOR UNSECURED NOTES Semi Annual 3.75 7/15/27                       | 250,000                                         | 247,515      | 202,099                 |
|                               | ANZ NEW ZEALAND INTL/LDN SENIOR UNSECURED NOTES Semi Annual 2.17 2/18/25               | 200,000                                         | 200,000      | 187,639                 |
|                               | APPLE INC SENIOR UNSECURED GLOBAL NOTES Semi Annual 3.35 8/8/32                        | 270,000                                         | 269,681      | 245,100                 |
|                               | AQUA FINANCE TRUST 2021-A ABS SER.2021-A CL.A Monthly 1.54 7/17/46                     | 96,150                                          | 96,137       | 87,911                  |
|                               | ARES CAPITAL CORP SENIOR UNSECURED NOTES Semi Annual 2.88 6/15/28                      | 105,000                                         | 107,831      | 84,192                  |
|                               | ARES CAPITAL CORP SENIOR UNSECURED NOTES Semi Annual 3.5 2/10/23                       | 610,000                                         | 624,189      | 608,678                 |
|                               | ARES CAPITAL CORP SENIOR UNSECURED NOTES Semi Annual 4.25 3/1/25                       | 30,000                                          | 32,183       | 28,434                  |
|                               | ASB BANK LIMITED SENIOR UNSECURED NOTES Semi Annual 5.4 11/29/27                       | 245,000                                         | 245,000      | 245,015                 |
|                               | AT&T INC SENIOR UNSECURED GLOBAL NOTES Semi Annual 2.3 6/1/27                          | 100,000                                         | 99,852       | 88,939                  |
|                               | ATHENE GLOBAL FUNDING SECURED NOTES Semi Annual 2.5 3/24/28                            | 180,000                                         | 179,494      | 149,989                 |
|                               | AVIS BUDGET RENTAL CAR FUNDING ABS SER.2020-1A CL.A Monthly 2.33 8/20/26               | 145,000                                         | 144,952      | 134,176                 |
|                               | AVNET INC SENIOR UNSECURED GLOBAL NOTES Semi Annual 5.5 6/1/32                         | 85,000                                          | 84,992       | 78,489                  |
|                               | BAIN CAPITAL SPECIALTY FINANCE SENIOR UNSECURED NOTES Semi Annual 2.55 10/13/26        | 140,000                                         | 138,506      | 115,340                 |
|                               | BANCO SANTANDER SA SR PREFERRED GLOBAL NOTES Semi Annual 3.89 5/24/24                  | 400,000                                         | 400,000      | 391,575                 |
|                               | BANK OF AMERICA CORP SR UNSEC ADJ MED TERM NOTES Semi Annual 0 4/2/26                  | 230,000                                         | 230,000      | 219,659                 |
|                               | BANK OF AMERICA CORP SR UNSEC ADJ MED TERM NOTES Semi Annual 0 4/23/27                 | 718,000                                         | 775,074      | 672,673                 |
|                               | BANK OF AMERICA CORP SR UNSEC ADJ MED TERM NOTES Semi Annual 0 6/19/26                 | 927,000                                         | 855,757      | 834,759                 |
|                               | BANK OF AMERICA CORP SR UNSECURED GLOBAL ADJ NOTES Semi Annual 0 11/10/28              | 240,000                                         | 240,000      | 247,793                 |
|                               | BANK OF AMERICA CORP SR UNSECURED GLOBAL ADJ NOTES Semi Annual 0 7/22/28               | 135,000                                         | 135,000      | 131,849                 |
|                               | BANK OF NOVA SCOTIA SENIOR UNSECURED GLOBAL NOTES Semi Annual 2.45 2/2/32              | 155,000                                         | 154,642      | 124,664                 |
|                               | BANK OF NOVA SCOTIA SENIOR UNSECURED GLOBAL NOTES Semi Annual 5.25 12/6/24             | 345,000                                         | 344,683      | 345,637                 |
|                               | BARCLAYS PLC SR UNSEC GLOBAL ADJ NOTES Semi Annual 0 5/7/25                            | 623,000                                         | 673,014      | 604,146                 |
|                               | BARCLAYS PLC SR UNSECURED GLOBAL ADJ NOTES Semi Annual 0 11/2/33                       | 260,000                                         | 260,000      | 272,428                 |
|                               | BARINGS BDC INC SENIOR UNSECURED GLOBAL NOTES Semi Annual 3.3 11/23/26                 | 55,000                                          | 54,641       | 46,617                  |
|                               | BAT CAPITAL CORP SENIOR UNSECURED GLOBAL NOTES Semi Annual 4.7 4/2/27                  | 170,000                                         | 184,217      | 162,960                 |
|                               | BLACK HILLS CORP SENIOR UNSECURED GLOBAL NOTES Semi Annual 1.04 8/23/24                | 452,000                                         | 452,000      | 421,533                 |
|                               | BLACKSTONE PRIVATE CREDIT FUND SENIOR UNSECURED GLOBAL NOTES Semi Annual 2.63 12/15/26 | 325,000                                         | 321,890      | 269,011                 |
|                               | BLACKSTONE SECURED LENDING FND SENIOR UNSECURED NOTES Semi Annual 2.85 9/30/28         | 150,000                                         | 148,824      | 116,464                 |
|                               | BLUE OWL FINANCE LLC SENIOR UNSECURED NOTES Semi Annual 4.38 2/15/32                   | 145,000                                         | 143,209      | 115,882                 |
|                               | BOEING CO SENIOR UNSECURED GLOBAL NOTES Semi Annual 4.88 5/1/25                        | 1,068,000                                       | 1,077,327    | 1,059,822               |
|                               | BOSTON PROPERTIES LP SENIOR UNSECURED GLOBAL NOTES Semi Annual 3.13 9/1/23             | 520,000                                         | 514,374      | 511,875                 |
|                               | BOSTON PROPERTIES LP SENIOR UNSECURED GLOBAL NOTES Semi Annual 6.75 12/1/27            | 40,000                                          | 39,976       | 41,244                  |

**MARY KAY INC. PROFIT SHARING AND 401(k) PLAN**  
**FORM 5500, SCHEDULE H, LINE 4(i) - SCHEDULE OF ASSETS (HELD AT END OF YEAR)**

As of December 31, 2022

EIN: 75-1151701  
Plan #: 001

| (a)<br>Party In<br>Interest** | (b)<br>Identity of issue, borrower, lessor, or similar party                       | (c)<br>Description of<br>investment<br>(shares) | (d)<br>Cost* | (e)<br>Current<br>Value |
|-------------------------------|------------------------------------------------------------------------------------|-------------------------------------------------|--------------|-------------------------|
|                               | BRIGHTHOUSE FINANCIAL GBL FND SECURED NOTES Semi Annual 1.2 12/15/23               | 70,000                                          | \$ 69,966    | \$ 67,075               |
|                               | BROADCOM INC SENIOR UNSECURED NOTES Semi Annual 4 4/15/29                          | 120,000                                         | 119,941      | 109,013                 |
|                               | BRUNSWICK CORP SENIOR UNSECURED GLOBAL NOTES Semi Annual 4.4 9/15/32               | 105,000                                         | 104,845      | 88,635                  |
|                               | CABOT CORP SENIOR UNSECURED GLOBAL NOTES Semi Annual 5 6/30/32                     | 110,000                                         | 109,263      | 101,706                 |
|                               | CAPITAL ONE FINANCIAL CORP SR UNSECURED GLOBAL ADJ NOTES Semi Annual 0 11/2/32     | 45,000                                          | 45,000       | 34,458                  |
|                               | CAPITAL ONE FINANCIAL CORP SR UNSECURED GLOBAL ADJ NOTES Semi Annual 0 12/6/24     | 587,000                                         | 565,569      | 561,966                 |
|                               | CAPITAL ONE FINANCIAL CORP SUBORDINATED ADJ NOTES Semi Annual 0 7/29/32            | 65,000                                          | 65,000       | 46,753                  |
|                               | CARVANA AUTO REC TR 2021-P4 ABS SER.2021-P4 CL.A3 Monthly 1.31 1/11/27             | 270,000                                         | 269,977      | 256,275                 |
|                               | CDW LLC/CDW FINANCE SENIOR UNSECURED NOTES Semi Annual 3.28 12/1/28                | 225,000                                         | 225,000      | 192,636                 |
|                               | CELANESE US HOLDINGS LLC SENIOR UNSECURED GLOBAL NOTES Semi Annual 6.33 7/15/29    | 40,000                                          | 40,000       | 38,866                  |
|                               | CITIGROUP COM MTG TR 2016-C2 ABS SER.2016-C2 CL.AAB Monthly 2.71 8/10/49           | 435,900                                         | 446,423      | 417,290                 |
|                               | CITIGROUP INC SENIOR UNSECURED GLOBAL NOTES Semi Annual 3.52 10/27/28              | 369,000                                         | 327,273      | 336,674                 |
|                               | CITIGROUP INC SENIOR UNSECURED NOTES Semi Annual 0 1/10/28                         | 914,000                                         | 869,022      | 854,104                 |
|                               | CITIGROUP INC SR UNSEC GLOBAL ADJ NOTES Semi Annual 0 4/24/25                      | 290,000                                         | 279,656      | 281,207                 |
|                               | CITIGROUP INC SR UNSECURED GLOBAL ADJ NOTES Semi Annual 0 5/1/25                   | 65,000                                          | 65,000       | 60,869                  |
|                               | CITIZENS FINANCIAL GROUP INC SUBORDINATED GLOBAL ADJ NOTES Semi Annual 0 5/21/37   | 210,000                                         | 210,000      | 195,189                 |
|                               | CNH INDUSTRIAL CAP LLC SENIOR UNSECURED GLOBAL NOTES Semi Annual 5.45 10/14/25     | 155,000                                         | 153,991      | 155,340                 |
|                               | CNH INDUSTRIAL CAP LLC SENIOR UNSECURED NOTES Semi Annual 1.95 7/2/23              | 90,000                                          | 89,433       | 88,465                  |
|                               | CNH INDUSTRIAL CAP LLC SENIOR UNSECURED NOTES Semi Annual 4.2 1/15/24              | 380,000                                         | 411,422      | 374,544                 |
|                               | CNO FINANCIAL GROUP INC SENIOR UNSECURED NOTES Semi Annual 5.25 5/30/25            | 429,000                                         | 463,411      | 425,597                 |
|                               | CNO GLOBAL FUNDING SECURED NOTES Semi Annual 2.65 1/6/29                           | 245,000                                         | 244,642      | 207,270                 |
|                               | COMCAST CORP SENIOR UNSECURED GLOBAL NOTES Semi Annual 5.35 11/15/27               | 70,000                                          | 69,969       | 71,490                  |
|                               | COMCAST CORP SENIOR UNSECURED NOTES Semi Annual 3.15 2/15/28                       | 220,000                                         | 209,422      | 203,108                 |
|                               | COMM MTGE TR 2013-CR11 ABS SER.2013-CR11 CL.ASB Monthly 3.66 8/10/50               | 117,320                                         | 120,821      | 116,618                 |
|                               | COMM MTGE TR 2013-CR13 ABS ADJ SER.2013-CR13 CL.AM Monthly 0 11/10/46              | 600,000                                         | 650,672      | 588,476                 |
|                               | COMM MTGE TR 2014-CR16 ABS SER.2014-CR16 CL.AM Monthly 4.28 4/10/47                | 845,000                                         | 902,590      | 814,918                 |
|                               | CREDIT AGRICOLE LONDON SR NON PREFERRED ADJ NOTES Semi Annual 0 6/16/26            | 250,000                                         | 250,000      | 227,881                 |
|                               | CREDIT SUISSE NEW YORK BRANCH SENIOR UNSECURED GLOBAL NOTES Semi Annual 5 7/9/27   | 385,000                                         | 383,872      | 350,908                 |
|                               | CSAIL COMM MTGE TRUST 2015-C4 ABS SER.2015-C4 CL.ASB Monthly 3.62 11/15/48         | 240,140                                         | 252,222      | 233,136                 |
|                               | CVS HEALTH CORP SENIOR UNSECURED GLOBAL NOTES Semi Annual 4.3 3/25/28              | 33,000                                          | 36,895       | 31,919                  |
|                               | DAIMLER TRUCKS FINANCE NA LLC SENIOR UNSECURED NOTES Semi Annual 3.65 4/7/27       | 205,000                                         | 204,592      | 191,580                 |
|                               | DELL INT LLC / EMC CORP GLOBAL 1ST LIEN NOTES Semi Annual 4.9 10/1/26              | 185,000                                         | 193,579      | 182,095                 |
|                               | DEUTSCHE BANK NY SR PREFERRED GLOBAL NOTES Semi Annual 5.37 9/9/27                 | 270,000                                         | 270,000      | 270,602                 |
|                               | DIGITAL REALTY TRUST LP SENIOR UNSECURED NOTES Semi Annual 5.55 1/15/28            | 175,000                                         | 174,289      | 176,157                 |
|                               | DOMINION ENERGY INC SENIOR UNSECURED GLOBAL NOTES Semi Annual 5.38 11/15/32        | 250,000                                         | 248,723      | 247,796                 |
|                               | DONLEN FLEET LEASE FNDG 2021-2 ABS SER.2021-2 CL.A2 Monthly 0.56 12/11/34          | 107,398                                         | 107,384      | 103,782                 |
|                               | DRIVE AUTO REC TR 2021-3 ABS SER.2021-3 CL.B Monthly 1.11 5/15/26                  | 120,000                                         | 119,999      | 116,679                 |
|                               | DTE ENERGY COMPANY SENIOR UNSECURED GLOBAL NOTES Semi Annual 4.22 11/1/24          | 235,000                                         | 235,016      | 230,993                 |
|                               | DTE ENERGY COMPANY SENIOR UNSECURED NOTES Semi Annual 1.5 10/1/24                  | 294,000                                         | 282,540      | 281,025                 |
|                               | DUKE ENERGY CORP SENIOR UNSECURED GLOBAL NOTES Semi Annual 3.75 4/15/24            | 248,000                                         | 245,909      | 243,577                 |
|                               | EBAY INC SENIOR UNSECURED GLOBAL NOTES Semi Annual 5.95 11/22/27                   | 120,000                                         | 119,836      | 123,222                 |
|                               | ECOLAB INC SENIOR UNSECURED GLOBAL NOTES Semi Annual 5.25 1/15/28                  | 120,000                                         | 119,282      | 122,263                 |
|                               | EDISON INTERNATIONAL SENIOR UNSECURED GLOBAL NOTES Semi Annual 4.7 8/15/25         | 265,000                                         | 264,907      | 259,290                 |
|                               | EDISON INTERNATIONAL SENIOR UNSECURED GLOBAL NOTES Semi Annual 6.95 11/15/29       | 75,000                                          | 74,317       | 78,321                  |
|                               | ENERGY TRANSFER OPERATING LP SENIOR UNSECURED GLOBAL NOTES Semi Annual 4.5 4/15/24 | 911,000                                         | 971,901      | 898,031                 |
|                               | ENTERGY CORP SENIOR UNSECURED GLOBAL NOTES Semi Annual 0.9 9/15/25                 | 170,000                                         | 169,330      | 151,387                 |
|                               | EPR PROPERTIES SENIOR UNSECURED GLOBAL NOTES Semi Annual 4.75 12/15/26             | 440,000                                         | 482,900      | 395,348                 |
|                               | EQUITABLE FINANCIAL LIFE SECURED NOTES Semi Annual 1.8 3/8/28                      | 65,000                                          | 64,826       | 54,068                  |
|                               | EQUITABLE FINANCIAL LIFE SECURED NOTES Semi Annual 5.5 12/2/25                     | 280,000                                         | 279,930      | 279,364                 |
|                               | EVERSOURCE ENERGY SENIOR UNSECURED GLOBAL NOTES Semi Annual 4.6 7/1/27             | 85,000                                          | 84,898       | 83,817                  |
|                               | EXETER AUTO REC TRUST 2022-6A ABS SER.2022-6A CL.B Monthly 6.03 8/16/27            | 50,000                                          | 49,997       | 50,059                  |
|                               | EXPEDIA GROUP INC SENIOR UNSECURED NOTES Semi Annual 6.25 5/1/25                   | 53,000                                          | 53,000       | 53,449                  |
|                               | EXTRA SPACE STORAGE INC SENIOR UNSECURED NOTES Semi Annual 3.9 4/1/29              | 60,000                                          | 59,931       | 53,745                  |
|                               | F&G GLOBAL FUNDING SECURED NOTES Semi Annual 2 9/20/28                             | 165,000                                         | 164,551      | 136,009                 |
|                               | F&G GLOBAL FUNDING SECURED NOTES Semi Annual 5.15 7/7/25                           | 265,000                                         | 264,825      | 259,472                 |
|                               | FELLS POINT FUNDING TR SENIOR UNSECURED NOTES Semi Annual 3.05 1/31/27             | 130,000                                         | 130,000      | 118,312                 |
|                               | FIFTH THIRD BANCORP SR UNSECURED GLOBAL ADJ NOTES Semi Annual 0 10/27/28           | 300,000                                         | 300,000      | 308,668                 |
|                               | FIRSTKEY HOMES TRUST 2021-SFR2 ABS SER.2021-SFR2 CL.A Monthly 1.38 9/17/26         | 692,171                                         | 692,150      | 591,306                 |
|                               | FLAGSHIP CREDIT AUTO TR 2022-4 ABS SER.2022-4 CL.A3 Monthly 6.32 6/15/27           | 120,000                                         | 119,994      | 120,821                 |
|                               | FORTUNE BRANDS INNOVATIONS INC SENIOR UNSECURED GLOBAL NOTES Semi Annual 4 3/25/32 | 80,000                                          | 79,922       | 69,363                  |
|                               | FOURSIGHT CAP AUTO REC 2022-1 ABS SER.2022-1 CL.A3 Monthly 1.83 12/15/26           | 105,000                                         | 104,982      | 100,791                 |
|                               | FS KKR CAPITAL CORP SENIOR UNSECURED GLOBAL NOTES Semi Annual 3.13 10/12/28        | 170,000                                         | 169,459      | 137,049                 |
|                               | GA GLOBAL FUNDING TRUST SECURED NOTES Semi Annual 2.25 1/6/27                      | 195,000                                         | 194,945      | 171,644                 |
|                               | GE HEALTHCARE HOLDING LLC SENIOR UNSECURED NOTES Semi Annual 5.55 11/15/24         | 175,000                                         | 174,760      | 175,630                 |
|                               | GENERAL MILLS INC SENIOR UNSECURED GLOBAL NOTES Semi Annual 5.24 11/18/25          | 170,000                                         | 170,000      | 170,423                 |
|                               | GENERAL MOTORS COMPANY SENIOR UNSECURED GLOBAL NOTES Semi Annual 6.13 10/1/25      | 555,000                                         | 575,991      | 564,829                 |
|                               | GENERAL MOTORS FINL CO INC SENIOR UNSECURED GLOBAL NOTES Semi Annual 6.05 10/10/25 | 245,000                                         | 244,677      | 249,200                 |
|                               | GLOBAL PAYMENTS INC SENIOR UNSECURED GLOBAL NOTES Semi Annual 1.5 11/15/24         | 135,000                                         | 134,906      | 125,319                 |
|                               | GM FNCL AUTO LEASING TR 2021-1 ABS SER.2021-1 CL.B Monthly 0.54 2/20/25            | 1,060,000                                       | 1,059,449    | 1,031,755               |
|                               | GOLDMAN SACHS GROUP INC SR UNSECURED GLOBAL ADJ NOTES Semi Annual 0 10/21/27       | 669,000                                         | 605,318      | 584,964                 |
|                               | GOLDMAN SACHS GROUP INC SR UNSECURED GLOBAL ADJ NOTES Semi Annual 0 10/21/27       | 255,000                                         | 254,077      | 222,968                 |

## MARY KAY INC. PROFIT SHARING AND 401(k) PLAN

## FORM 5500, SCHEDULE H, LINE 4(i) - SCHEDULE OF ASSETS (HELD AT END OF YEAR)

As of December 31, 2022

EIN: 75-1151701  
 Plan #: 001

| (a)<br>Party In<br>Interest** | (b)<br>Identity of issue, borrower, lessor, or similar party                           | (c)<br>Description of<br>investment<br>(shares) |    | (d)<br>Cost* | (e)<br>Current<br>Value |
|-------------------------------|----------------------------------------------------------------------------------------|-------------------------------------------------|----|--------------|-------------------------|
|                               |                                                                                        |                                                 |    |              |                         |
|                               | GOLDMAN SACHS GROUP INC SR UNSECURED GLOBAL ADJ NOTES Semi Annual 0 2/24/28            | 1,116,000                                       | \$ | 1,037,668    | \$ 993,670              |
|                               | GOLUB CAPITAL BDC INC SENIOR UNSECURED GLOBAL NOTES Semi Annual 2.5 8/24/26            | 175,000                                         |    | 173,672      | 148,574                 |
|                               | GS MTG SECURITIES TR 2015-GC30 ABS SER.2015-GC30 CL.A4 Monthly 3.38 5/10/50            | 455,000                                         |    | 493,035      | 431,443                 |
|                               | GUARDIAN LIFE GLOBAL FUNDING SECURED NOTES Semi Annual 5.55 10/28/27                   | 130,000                                         |    | 129,961      | 132,612                 |
|                               | HARLEY DAVIDSON FINL SVCS INC SENIOR UNSECURED NOTES Semi Annual 3.35 6/8/25           | 195,000                                         |    | 194,733      | 181,745                 |
|                               | HCA INC 1ST LIEN NOTES Semi Annual 5.25 4/15/25                                        | 377,000                                         |    | 378,614      | 374,803                 |
|                               | HERCULES CAPITAL INC SENIOR UNSECURED NOTES Semi Annual 3.38 1/20/27                   | 190,000                                         |    | 188,636      | 162,895                 |
|                               | HEWLETT PACKARD ENTERPRISE CO SENIOR UNSECURED GLOBAL NOTES Semi Annual 4.9 10/15/25   | 355,000                                         |    | 354,215      | 351,520                 |
|                               | HONDA AUTO REC OWN TR 2021-4 ABS SER.2021-4 CL.A3 Monthly 0.88 1/21/26                 | 1,325,000                                       |    | 1,324,721    | 1,257,418               |
|                               | HOST HOTELS & RESORTS LP SENIOR UNSECURED GLOBAL NOTES Semi Annual 4 6/15/25           | 332,000                                         |    | 360,738      | 319,021                 |
|                               | HSBC HOLDINGS PLC SR UNSECURED GLOBAL ADJ NOTES Semi Annual 0 3/10/26                  | 230,000                                         |    | 230,000      | 216,171                 |
|                               | HUDSON PACIFIC PROPERTIES SENIOR UNSECURED NOTES Semi Annual 5.95 2/15/28              | 195,000                                         |    | 194,247      | 182,059                 |
|                               | HUNTINGTON NATIONAL BANK SENIOR UNSECURED NOTES Semi Annual 5.65 1/10/30               | 250,000                                         |    | 249,413      | 251,908                 |
|                               | HYATT HOTELS CORP SENIOR UNSECURED GLOBAL NOTES Semi Annual 5.38 4/23/25               | 388,000                                         |    | 440,539      | 385,006                 |
|                               | HYUNDAI CAPITAL AMERICA SENIOR UNSECURED NOTES Semi Annual 2.1 9/15/28                 | 175,000                                         |    | 174,808      | 143,630                 |
|                               | HYUNDAI CAPITAL AMERICA SENIOR UNSECURED NOTES Semi Annual 2.38 2/10/23                | 65,000                                          |    | 64,972       | 64,853                  |
|                               | ILLUMINA INC SENIOR UNSECURED GLOBAL NOTES Semi Annual 5.75 12/13/27                   | 95,000                                          |    | 94,870       | 96,183                  |
|                               | INFOR INC SENIOR UNSECURED NOTES Semi Annual 1.45 7/15/23                              | 95,000                                          |    | 94,971       | 92,773                  |
|                               | ING GROEP NV SR UNSECURED GLOBAL ADJ NOTES Semi Annual 0 3/28/28                       | 260,000                                         |    | 260,000      | 243,121                 |
|                               | INVITATION HOME OPERATING LP SENIOR UNSECURED GLOBAL NOTES Semi Annual 2 8/15/31       | 60,000                                          |    | 59,038       | 44,340                  |
|                               | JPMBB COMM MTG SEC TR 2014-C21 ABS SER.2014-C21 CL.ASB Monthly 3.43 8/15/47            | 107,710                                         |    | 112,423      | 105,735                 |
|                               | JPMCC COMM MTG SEC TR 2015-JP1 ABS SER.2015-JP1 CL.ASB Monthly 3.73 1/15/49            | 547,908                                         |    | 582,324      | 529,545                 |
|                               | JPMORGAN CHASE & CO SR UNSEC GLOBAL ADJ NOTES Semi Annual 0 4/22/26                    | 2,063,000                                       |    | 2,149,878    | 1,915,075               |
|                               | JPMORGAN CHASE & CO SR UNSECURED GLOBAL ADJ NOTES Semi Annual 0 12/15/25               | 360,000                                         |    | 360,000      | 360,006                 |
|                               | JPMORGAN CHASE & CO SR UNSECURED GLOBAL ADJ NOTES Semi Annual 0 6/1/29                 | 140,000                                         |    | 140,000      | 116,926                 |
|                               | KEURIG DR PEPPER INC SENIOR UNSECURED GLOBAL NOTES Semi Annual 0.75 3/15/24            | 295,000                                         |    | 294,991      | 280,031                 |
|                               | KEYBANK NA SENIOR UNSECURED NOTES Semi Annual 5.85 11/15/27                            | 315,000                                         |    | 314,474      | 325,137                 |
|                               | KIMCO REALTY CORP SENIOR UNSECURED NOTES Semi Annual 3.8 4/1/27                        | 381,000                                         |    | 350,939      | 355,857                 |
|                               | LIFE STORAGE LP SENIOR UNSECURED GLOBAL NOTES Semi Annual 2.4 10/15/31                 | 75,000                                          |    | 74,312       | 57,697                  |
|                               | LINCOLN NATIONAL CORP SENIOR UNSECURED GLOBAL NOTES Semi Annual 3.4 3/1/32             | 95,000                                          |    | 94,824       | 76,872                  |
|                               | LLOYDS BANKING GROUP PLC SR UNSEC GLOBAL ADJ NOTES Semi Annual 0 7/9/25                | 200,000                                         |    | 200,000      | 193,574                 |
|                               | LLOYDS BANKING GROUP PLC SR UNSECURED GLOBAL ADJ NOTES Semi Annual 0 3/18/26           | 200,000                                         |    | 200,000      | 190,007                 |
|                               | MAIN STREET CAPITAL CORP SENIOR UNSECURED NOTES Semi Annual 3 7/14/26                  | 195,000                                         |    | 198,395      | 168,052                 |
|                               | MASSMUTUAL GLOBAL FUNDING II SECURED NOTES Semi Annual 5.05 12/7/27                    | 230,000                                         |    | 229,899      | 231,117                 |
|                               | MCKESSON CORPORATION SENIOR UNSECURED GLOBAL NOTES Semi Annual 1.3 8/15/26             | 80,000                                          |    | 79,638       | 70,355                  |
|                               | MICROCHIP TECHNOLOGY INC 1ST LIEN NOTES Semi Annual 2.67 9/1/23                        | 140,000                                         |    | 140,000      | 137,390                 |
|                               | MICROCHIP TECHNOLOGY INC SECURED NOTES Semi Annual 0.97 2/15/24                        | 70,000                                          |    | 70,000       | 66,474                  |
|                               | MICRON TECHNOLOGY INC SENIOR UNSECURED GLOBAL NOTES Semi Annual 6.75 11/1/29           | 195,000                                         |    | 194,752      | 198,076                 |
|                               | MORGAN STANLEY DIRECT LENDING SENIOR UNSECURED GLOBAL NOTES Semi Annual 4.5 2/11/27    | 110,000                                         |    | 109,742      | 101,583                 |
|                               | MPLX LP SENIOR UNSECURED GLOBAL NOTES Semi Annual 4.88 12/1/24                         | 354,000                                         |    | 369,735      | 351,105                 |
|                               | MYLAN NV SENIOR UNSECURED GLOBAL NOTES Semi Annual 3.95 6/15/26                        | 810,000                                         |    | 767,969      | 757,240                 |
|                               | NATIONAL AUSTRALIA BANK NY SENIOR UNSECURED NOTES Semi Annual 5.13 11/22/24            | 350,000                                         |    | 350,000      | 351,409                 |
|                               | NATIONAL RURAL UTILS COOP FIN SR UNSECURED MEDIUM TERM NOTES Semi Annual 1.88 2/7/25   | 35,000                                          |    | 34,999       | 32,822                  |
|                               | NATWEST MARKETS PLC SENIOR UNSECURED NOTES Semi Annual 1.6 9/29/26                     | 270,000                                         |    | 269,935      | 234,440                 |
|                               | NEXTERA ENERGY CAPITAL SENIOR UNSECURED GLOBAL NOTES Semi Annual 0.65 3/1/23           | 245,000                                         |    | 244,976      | 243,322                 |
|                               | NEXTERA ENERGY CAPITAL SENIOR UNSECURED GLOBAL NOTES Semi Annual 4.26 9/1/24           | 215,000                                         |    | 215,546      | 212,082                 |
|                               | NUCOR CORP SENIOR UNSECURED GLOBAL NOTES Semi Annual 3.95 5/23/25                      | 100,000                                         |    | 99,936       | 97,837                  |
|                               | OFFICE PROPERTIES INCOME TRUST SENIOR UNSECURED GLOBAL NOTES Semi Annual 2.4 2/1/27    | 50,000                                          |    | 49,942       | 66,531                  |
|                               | OFFICE PROPERTIES INCOME TRUST SENIOR UNSECURED GLOBAL NOTES Semi Annual 3.45 10/15/31 | 95,000                                          |    | 94,815       | 63,449                  |
|                               | ORACLE CORP SENIOR UNSECURED GLOBAL NOTES Semi Annual 2.65 7/15/26                     | 325,000                                         |    | 323,645      | 298,715                 |
|                               | ORACLE CORP SENIOR UNSECURED NOTES Semi Annual 2.5 4/1/25                              | 349,000                                         |    | 348,871      | 329,064                 |
|                               | OWL ROCK CAPITAL CORP SENIOR UNSECURED GLOBAL NOTES Semi Annual 3.75 7/22/25           | 60,000                                          |    | 63,129       | 55,435                  |
|                               | OWL ROCK CAPITAL CORP SENIOR UNSECURED NOTES Semi Annual 4.25 1/15/26                  | 45,000                                          |    | 44,664       | 41,311                  |
|                               | OWL ROCK CORE INCOME CORP SENIOR UNSECURED GLOBAL NOTES Semi Annual 5.5 3/21/25        | 110,000                                         |    | 110,072      | 106,634                 |
|                               | OWL ROCK CORE INCOME CORP SENIOR UNSECURED NOTES Semi Annual 7.75 9/16/27              | 25,000                                          |    | 24,934       | 24,919                  |
|                               | OWL ROCK TECHNOLOGY FINANCE SENIOR UNSECURED NOTES Semi Annual 4.75 12/15/25           | 240,000                                         |    | 255,991      | 217,315                 |
|                               | PACIFIC GAS & ELECTRIC CO 1ST LIEN 1ST MORTGAGE NOTES Semi Annual 4.95 6/8/25          | 135,000                                         |    | 134,841      | 132,916                 |
|                               | PENSKE TRUCK LEASING CO LP SENIOR UNSECURED NOTES Semi Annual 4 7/15/25                | 115,000                                         |    | 114,627      | 110,027                 |
|                               | PHILIP MORRIS INTL INC SENIOR UNSECURED GLOBAL NOTES Semi Annual 5.63 11/17/29         | 95,000                                          |    | 94,918       | 96,375                  |
|                               | PIONEER NATURAL RESOURCES CO SENIOR UNSECURED NOTES Semi Annual 0.55 5/15/23           | 145,000                                         |    | 144,991      | 142,612                 |
|                               | PLAINS ALL AMERN PIPELINE LP SENIOR UNSECURED GLOBAL NOTES Semi Annual 3.6 11/1/24     | 542,000                                         |    | 579,973      | 524,015                 |
|                               | PNC FINANCIAL SERVICES GROUP SR UNSECURED GLOBAL ADJ NOTES Semi Annual 0 10/28/33      | 85,000                                          |    | 85,000       | 88,493                  |
|                               | PNC FINANCIAL SERVICES GROUP SR UNSECURED GLOBAL ADJ NOTES Semi Annual 0 12/2/28       | 170,000                                         |    | 170,000      | 171,338                 |
|                               | PNC FINANCIAL SERVICES GROUP SUBORDINATED GLOBAL NOTES Semi Annual 3.9 4/29/24         | 466,000                                         |    | 479,798      | 460,289                 |
|                               | PROGRESS RESIDENT TR 2020-SFR1 ABS SER.2020-SFR1 CL.A Monthly 1.73 4/17/37             | 922,341                                         |    | 927,818      | 840,914                 |
|                               | PROGRESS RESIDENT TR 2020-SFR1 ABS SER.2020-SFR1 CL.C Monthly 2.18 4/17/37             | 655,000                                         |    | 667,486      | 593,716                 |
|                               | PROGRESS RESIDENT TR 2021-SFR8 ABS SER.2021-SFR8 CL.C Monthly 1.93 10/17/38            | 385,000                                         |    | 382,744      | 316,149                 |
|                               | PUBLIC SVC ENTERPRISE GROUP SENIOR UNSECURED GLOBAL NOTE Semi Annual 5.85 11/15/27     | 90,000                                          |    | 89,906       | 92,614                  |
|                               | PUGET ENERGY INC SECURED GLOBAL NOTES Semi Annual 4.22 3/15/32                         | 75,000                                          |    | 75,000       | 66,559                  |
|                               | QORVO INC SENIOR UNSECURED NOTES Semi Annual 1.75 12/15/24                             | 50,000                                          |    | 49,907       | 46,048                  |
|                               | REGIONS FINANCIAL CORP SENIOR UNSECURED GLOBAL NOTES Semi Annual 2.25 5/18/25          | 413,000                                         |    | 411,740      | 385,953                 |
|                               | REPUBLIC SERVICES INC SENIOR UNSECURED GLOBAL NOTES Semi Annual 2.5 8/15/24            | 225,000                                         |    | 224,640      | 215,615                 |
|                               | RGA GLOBAL FUNDING SECURED NOTES Semi Annual 2.7 1/18/29                               | 190,000                                         |    | 189,808      | 160,920                 |
|                               | ROYAL BANK OF CANADA SENIOR UNSECURED GLOBAL NOTES Semi Annual 6 11/1/27               | 245,000                                         |    | 244,515      | 255,398                 |

**MARY KAY INC. PROFIT SHARING AND 401(k) PLAN**  
**FORM 5500, SCHEDULE H, LINE 4(i) - SCHEDULE OF ASSETS (HELD AT END OF YEAR)**

As of December 31, 2022

EIN: 75-1151701  
Plan #: 001

| (a)<br>Party In<br>Interest** | (b)<br>Identity of issue, borrower, lessor, or similar party                         | (c)<br>Description of<br>investment<br>(shares) | (d)<br>Cost* | (e)<br>Current<br>Value |
|-------------------------------|--------------------------------------------------------------------------------------|-------------------------------------------------|--------------|-------------------------|
|                               | RYDER SYSTEM INC SR UNSEC MEDIUM TERM NOTES Semi Annual 4.63 6/1/25                  | 165,000                                         | \$ 164,969   | \$ 161,946              |
|                               | SANTANDER DR AUTO RE TR 2020-4 ABS SER.2020-4 CL.C Monthly 1.01 1/15/26              | 78,390                                          | 78,372       | 77,601                  |
|                               | SANTANDER HOLDINGS USA SENIOR UNSECURED GLOBAL NOTES Semi Annual 3.45 6/2/25         | 175,000                                         | 174,657      | 166,756                 |
|                               | SANTANDER HOLDINGS USA SR UNSECURED GLOBAL ADJ NOTES Semi Annual 0 9/9/26            | 90,000                                          | 90,000       | 89,321                  |
|                               | SCF EQUIPMENT TR LLC 2022-1A ABS SER.2022-1A CL.A3 Monthly 2.92 7/20/29              | 105,000                                         | 104,984      | 98,808                  |
|                               | SECURITY BENEFIT GL FUND SECURED NOTES Semi Annual 1.25 5/17/24                      | 210,000                                         | 209,920      | 197,016                 |
|                               | SELECT INCOME REIT SENIOR UNSECURED GLOBAL NOTES Semi Annual 4.5 2/1/25              | 60,000                                          | 60,848       | 54,369                  |
|                               | SEMPRA ENERGY SENIOR UNSECURED GLOBAL NOTES Semi Annual 3.7 4/1/29                   | 80,000                                          | 79,701       | 72,919                  |
|                               | SOUTHWEST AIRLINES CO SENIOR UNSECURED GLOBAL NOTES Semi Annual 5.25 5/4/25          | 362,000                                         | 417,647      | 363,346                 |
|                               | SOVRAN ACQUISITION LP SENIOR UNSECURED GLOBAL NOTES Semi Annual 3.5 7/1/26           | 481,000                                         | 487,888      | 449,353                 |
|                               | SPRINT SPECTRUM 1ST LIEN NOTES Quarterly 4.74 3/20/25                                | 129,375                                         | 137,319      | 127,850                 |
|                               | STATE STREET CORP SR UNSECURED GLOBAL ADJ NOTES Semi Annual 0 11/4/28                | 60,000                                          | 60,000       | 61,961                  |
|                               | SUMITOMO MITSUI FINANCIAL GRP SENIOR UNSECURED GLOBAL NOTES Semi Annual 1.9 9/17/28  | 205,000                                         | 205,000      | 168,923                 |
|                               | SYNCHRONY BANK SENIOR UNSECURED NOTES Semi Annual 5.4 8/22/25                        | 250,000                                         | 249,740      | 245,363                 |
|                               | SYNCHRONY FINANCIAL SENIOR UNSECURED NOTES Semi Annual 4.88 6/13/25                  | 185,000                                         | 184,867      | 180,256                 |
|                               | SYSCO CORP SENIOR UNSECURED GLOBAL NOTES Semi Annual 3.3 7/15/26                     | 570,000                                         | 603,522      | 537,670                 |
|                               | TAPESTRY INC SENIOR UNSECURED GLOBAL NOTES Semi Annual 3.05 3/15/32                  | 50,000                                          | 49,853       | 38,915                  |
|                               | TARGA RESOURCES CORP SENIOR UNSECURED GLOBAL NOTES Semi Annual 5.2 7/1/27            | 90,000                                          | 89,864       | 88,212                  |
|                               | TESLA AUTO LEASE TRUST 2021-A ABS SER.2021-A CL.A4 Monthly 0.66 3/20/25              | 590,000                                         | 589,999      | 565,959                 |
|                               | T-MOBILE USA INC SENIOR UNSECURED GLOBAL NOTES Semi Annual 2.25 2/15/26              | 826,000                                         | 806,991      | 751,363                 |
|                               | TOYOTA MOTOR CREDIT CORP SENIOR UNSECURED GLOBAL NOTES Semi Annual 5.45 11/10/27     | 245,000                                         | 244,694      | 250,488                 |
|                               | TRUIST FINANCIAL CORP SR UNSEC ADJ MED TERM NOTES Semi Annual 0 6/7/29               | 55,000                                          | 55,000       | 46,037                  |
|                               | TRUIST FINANCIAL CORP SUB MED TERM ADJ NOTES Semi Annual 0 7/28/33                   | 95,000                                          | 95,000       | 89,109                  |
|                               | TRUSTAGE FINANCIAL GROUP SENIOR UNSECURED NOTES Semi Annual 4.63 4/15/32             | 65,000                                          | 64,529       | 56,036                  |
|                               | UBS AG SENIOR UNSECURED ADJ NOTES Semi Annual 0 8/5/27                               | 270,000                                         | 270,000      | 260,952                 |
|                               | UBS COMMERCIAL MTG TR 2017-C5 ABS SER.2017-C5 CL.ASB Monthly 3.35 11/15/50           | 493,678                                         | 534,406      | 469,272                 |
|                               | UNION PACIFIC CORP SENIOR UNSECURED GLOBAL NOTES Semi Annual 2.89 4/6/36             | 595,000                                         | 616,838      | 472,886                 |
|                               | US BANCORP SUBORDINATED GLOBAL ADJ NOTES Semi Annual 0 7/22/33                       | 85,000                                          | 85,000       | 80,646                  |
|                               | VANTAGE DATA CNTRS LLC 2020-1A ABS SER.2020-1A CL.A2 Monthly 1.65 9/15/45            | 566,000                                         | 548,091      | 499,169                 |
|                               | VMWARE INC SENIOR UNSECURED GLOBAL NOTES Semi Annual 1.4 8/15/26                     | 457,000                                         | 399,761      | 398,397                 |
|                               | WALGREENS BOOTS ALLIANCE INC SENIOR UNSECURED GLOBAL NOTES Semi Annual 0.95 11/17/23 | 325,000                                         | 324,948      | 312,775                 |
|                               | WELLS FARGO & CO SENIOR UNSECURED NOTES Semi Annual 0 10/30/25                       | 859,000                                         | 862,281      | 812,336                 |
|                               | WELLS FARGO & CO SR UNSEC ADJ MED TERM NOTES Semi Annual 0 2/11/26                   | 757,000                                         | 789,892      | 705,700                 |
|                               | WELLS FARGO & CO SR UNSECURED GLOBAL ADJ NOTES Semi Annual 0 3/24/28                 | 85,000                                          | 85,000       | 78,710                  |
|                               | WESTERN DIGITAL CORP SENIOR UNSECURED NOTES Semi Annual 2.85 2/1/29                  | 45,000                                          | 44,917       | 34,815                  |
|                               | WESTLAKE AUTO REC TR 2021-1A ABS SER.2021-1A CL.B Monthly 0.64 3/16/26               | 145,000                                         | 144,991      | 142,748                 |
|                               | WESTLAKE CHEMICAL CORP SENIOR UNSECURED GLOBAL NOTES Semi Annual 0.88 8/15/24        | 400,000                                         | 399,412      | 371,406                 |
|                               | WILLIAMS PARTNERS LP SENIOR UNSECURED GLOBAL NOTES Semi Annual 3.9 1/15/25           | 360,000                                         | 386,942      | 350,579                 |
|                               | WILLIS NORTH AMERICA INC SENIOR UNSECURED GLOBAL NOTES Semi Annual 4.65 6/15/27      | 70,000                                          | 69,969       | 67,615                  |
|                               | <b>Total Corporate Debt - Other</b>                                                  |                                                 |              | <b>\$ 60,673,796</b>    |
|                               | <b>Corporate Stocks - Common</b>                                                     |                                                 |              |                         |
|                               | ABB LIMITED COMMON STOCK - SPONSORED ADR 0                                           | 14,633                                          | \$ 282,484   | \$ 445,721              |
|                               | ACCENTURE PLC COMMON STOCK CL.A 0                                                    | 1,537                                           | 237,933      | 410,133                 |
|                               | ACTIVISION BLIZZARD INC COMMON STOCK 0                                               | 14,700                                          | 1,104,984    | 1,125,285               |
|                               | ADVANCE AUTO PARTS INC COMMON STOCK 0                                                | 867                                             | 161,442      | 127,475                 |
|                               | AERBORNE FUNDING LIMITED COMMON STOCK 0                                              | 27,850                                          | 859,647      | 1,624,212               |
|                               | AGILENT TECHNOLOGIES INC COMMON STOCK 0                                              | 1,907                                           | 244,363      | 285,383                 |
|                               | AIA GROUP LTD COMMON STOCK - ADR 0                                                   | 20,122                                          | 745,141      | 894,020                 |
|                               | AIR LIQUIDE COMMON STOCK - UNSPONSORED ADR 0                                         | 19,897                                          | 560,980      | 562,737                 |
|                               | AIRBUS SE COMMON STOCK - UNSPONSORED ADR 0                                           | 14,957                                          | 415,846      | 443,625                 |
|                               | AKZO NOBEL NV COMMON STOCK - ADR 0                                                   | 13,564                                          | 494,445      | 302,613                 |
|                               | ALCON INC COMMON STOCK 0                                                             | 1,690                                           | 123,609      | 115,850                 |
|                               | ALIGN TECHNOLOGY INC COMMON STOCK 0                                                  | 340                                             | 131,785      | 71,706                  |
|                               | ALLEGHENY TECHNOLOGIES INC COMMON STOCK 0                                            | 3,508                                           | 103,125      | 104,749                 |
|                               | ALLSTATE CORP COMMON STOCK 0                                                         | 5,420                                           | 594,932      | 734,952                 |
|                               | ALPHABET INC COMMON STOCK CL.A 0                                                     | 8,500                                           | 908,226      | 749,955                 |
|                               | AMETEK INC COMMON STOCK 0                                                            | 7,090                                           | 606,138      | 990,615                 |
|                               | AMPHENOL CORP COMMON STOCK CL.A 0                                                    | 1,154                                           | 60,022       | 87,866                  |
|                               | ANGLO AMERICAN PLC COMMON STOCK - ADR 0                                              | 20,862                                          | 420,287      | 409,104                 |
|                               | AON PLC COMMON STOCK 0                                                               | 2,751                                           | 357,249      | 825,685                 |
|                               | AON PLC COMMON STOCK 0                                                               | 1,423                                           | 370,970      | 427,099                 |
|                               | APOLLO GLOBAL MANAGEMENT INC COMMON STOCK 0                                          | 2,955                                           | 172,397      | 188,499                 |
|                               | ARCH CAPITAL GROUP LTD COMMON STOCK 0                                                | 14,740                                          | 533,664      | 925,377                 |
|                               | ARISTA NETWORKS INC COMMON STOCK 0                                                   | 1,484                                           | 201,072      | 180,083                 |
|                               | ARRAY TECHNOLOGIES INC COMMON STOCK 0                                                | 6,082                                           | 128,867      | 117,565                 |
|                               | ARROW ELECTRONICS INC COMMON STOCK 0                                                 | 16,570                                          | 1,283,203    | 1,732,725               |
|                               | ASICS CORP COMMON STOCK - UNSPONSORED ADR 0                                          | 9,691                                           | 158,682      | 212,088                 |
|                               | ATLASSIAN CORP PLC COMMON STOCK CL.A 0                                               | 633                                             | 136,181      | 81,454                  |
|                               | ATMOS ENERGY CORP COMMON STOCK 0                                                     | 6,900                                           | 632,522      | 773,283                 |
|                               | AUTODESK INC COMMON STOCK 0                                                          | 329                                             | 72,071       | 61,480                  |
|                               | BANDAI NAMCO HOLDINGS INC COMMON STOCK - ADR 0                                       | 7,868                                           | 294,038      | 242,806                 |
|                               | BARCLAYS BANK PLC COMMON STOCK - SPONSORED ADR 0                                     | 51,792                                          | 527,077      | 403,978                 |
|                               | BECTON DICKINSON & CO COMMON STOCK 0                                                 | 3,270                                           | 810,407      | 831,561                 |

**MARY KAY INC. PROFIT SHARING AND 401(k) PLAN**  
**FORM 5500, SCHEDULE H, LINE 4(i) - SCHEDULE OF ASSETS (HELD AT END OF YEAR)**  
**As of December 31, 2022**

EIN: 75-1151701  
Plan #: 001

| (a)<br>Party In<br>Interest** | (b)<br>Identity of issue, borrower, lessor, or similar party | (c)<br>Description of<br>investment<br>(shares) | (d)<br>Cost* | (e)<br>Current<br>Value |
|-------------------------------|--------------------------------------------------------------|-------------------------------------------------|--------------|-------------------------|
|                               | BERKSHIRE HATHAWAY INC COMMON STOCK CL.B 0                   | 4,070                                           | \$ 896,031   | \$ 1,257,223            |
|                               | BILL.COM HOLDINGS INC COMMON STOCK 0                         | 858                                             | 106,012      | 93,488                  |
|                               | BIOMARIN PHARMACEUTICAL INC COMMON STOCK 0                   | 772                                             | 63,340       | 79,894                  |
|                               | BLOCK INC COMMON STOCK CL.A 0                                | 1,366                                           | 101,340      | 85,839                  |
|                               | BP PLC COMMON STOCK - SPONSORED ADR 0                        | 24,434                                          | 615,697      | 853,480                 |
|                               | BRIGHT HORIZONS FAMILY SOLUTNS COMMON STOCK 0                | 1,285                                           | 168,654      | 81,084                  |
|                               | BROOKFIELD CORP COMMON STOCK 0                               | 49,620                                          | 1,533,504    | 1,561,045               |
|                               | BUILDERS FIRSTSOURCE INC COMMON STOCK 0                      | 2,163                                           | 86,694       | 140,335                 |
|                               | BUREAU VERITAS SA COMMON STOCK - ADR 0                       | 9,379                                           | 558,601      | 493,617                 |
|                               | BURLINGTON STORES COMMON STOCK 0                             | 648                                             | 147,790      | 131,388                 |
|                               | CAESARS ENTERTAINMENT INC COMMON STOCK 0                     | 4,517                                           | 175,019      | 187,907                 |
|                               | CARLSBERG AS COMMON STOCK - SPONSORED ADR 0                  | 17,812                                          | 424,887      | 472,552                 |
|                               | CARMAX INC COMMON STOCK 0                                    | 15,340                                          | 1,431,348    | 934,053                 |
|                               | CATALENT INC COMMON STOCK 0                                  | 1,243                                           | 57,035       | 55,947                  |
|                               | CBRE GROUP INC COMMON STOCK CL.A 0                           | 10,980                                          | 862,779      | 845,021                 |
|                               | CHARLES SCHWAB CORP COMMON STOCK 0                           | 16,150                                          | 781,085      | 1,344,649               |
|                               | CHEWY INC COMMON STOCK CL.A 0                                | 1,605                                           | 83,762       | 59,513                  |
|                               | CHIPOTLE MEXICAN GRILL INC COMMON STOCK 0                    | 91                                              | 141,207      | 126,262                 |
|                               | CHUBB LIMITED COMMON STOCK 0                                 | 4,450                                           | 582,110      | 981,670                 |
|                               | CINTAS CORPORATION COMMON STOCK 0                            | 673                                             | 230,867      | 303,940                 |
|                               | COMPAGNIE FINANCIERE RICHEMONT COMMON STOCK - ADR 0          | 25,908                                          | 328,275      | 333,954                 |
|                               | COMPASS GROUP PLC COMMON STOCK - SPONSORED ADR 0             | 25,965                                          | 536,130      | 604,206                 |
|                               | CONTINENTAL AG COMMON STOCK - SPONSORED ADR 0                | 49,995                                          | 484,180      | 298,470                 |
|                               | COTERRA ENERGY INC COMMON STOCK 0                            | 8,020                                           | 239,701      | 197,051                 |
|                               | CROWDSTRIKE HOLDINGS INC COMMON STOCK CL.A 0                 | 520                                             | 74,307       | 54,751                  |
|                               | DAIKIN INDUSTRIES LTD COMMON STOCK - ADR 0                   | 22,247                                          | 447,025      | 336,152                 |
|                               | DAIWA HOUSE INDUSTRY CO LTD COMMON STOCK - UNSPONSORED ADR 0 | 11,915                                          | 288,944      | 274,402                 |
|                               | DARDEN RESTAURANTS INC COMMON STOCK 0                        | 653                                             | 87,310       | 90,329                  |
|                               | DBS GROUP HOLDINGS COMMON STOCK - ADR 0                      | 4,833                                           | 315,216      | 489,921                 |
|                               | DENTSPLY SIRONA INC COMMON STOCK 0                           | 32,650                                          | 1,758,614    | 1,039,576               |
|                               | DEXCOM INC COMMON STOCK 0                                    | 1,864                                           | 197,653      | 211,079                 |
|                               | DISCO CORP COMMON STOCK - ADR 0                              | 6,517                                           | 395,222      | 370,100                 |
|                               | DOLLAR GENERAL CORP COMMON STOCK 0                           | 801                                             | 182,711      | 197,246                 |
|                               | EDWARDS LIFESCIENCES CORP COMMON STOCK 0                     | 585                                             | 49,148       | 43,647                  |
|                               | ENGIE SA COMMON STOCK - SPONSORED ADR 0                      | 52,441                                          | 698,616      | 748,857                 |
|                               | EOG RESOURCES INC COMMON STOCK 0                             | 6,450                                           | 656,353      | 835,404                 |
|                               | EPAM SYSTEMS INC COMMON STOCK 0                              | 828                                             | 266,881      | 271,369                 |
|                               | EQUIFAX INC COMMON STOCK 0                                   | 506                                             | 89,724       | 98,346                  |
|                               | ESAB CORP COMMON STOCK 0                                     | 7,319                                           | 250,466      | 343,407                 |
|                               | EXACT SCIENCES CORP COMMON STOCK 0                           | 1,079                                           | 89,935       | 53,421                  |
|                               | FAIR ISAAC CORP COMMON STOCK 0                               | 486                                             | 206,186      | 290,910                 |
|                               | FERGUSON PLC COMMON STOCK 0                                  | 2,702                                           | 163,473      | 339,059                 |
|                               | FLOOR & DECOR HOLDINGS INC COMMON STOCK CL.A 0               | 694                                             | 58,424       | 48,323                  |
|                               | FNF GROUP COMMON STOCK 0                                     | 30,850                                          | 1,138,044    | 1,160,577               |
|                               | GENPACT LTD COMMON STOCK 0                                   | 3,905                                           | 168,994      | 180,880                 |
|                               | GILDAN ACTIVEWEAR INC COMMON STOCK 0                         | 36,300                                          | 646,661      | 994,620                 |
|                               | GLOBAL PAYMENTS INC COMMON STOCK 0                           | 1,436                                           | 235,978      | 142,624                 |
|                               | GLOBE LIFE INC COMMON STOCK 0                                | 8,700                                           | 806,613      | 1,048,785               |
|                               | HANESBRANDS INC COMMON STOCK 0                               | 87,850                                          | 1,282,993    | 558,726                 |
|                               | HASBRO INC COMMON STOCK 0                                    | 18,450                                          | 1,405,422    | 1,125,635               |
|                               | HCA HOLDINGS INC COMMON STOCK 0                              | 4,900                                           | 681,697      | 1,175,804               |
|                               | HENKEL AG & CO KGAA COMMON STOCK - ADR 0                     | 15,325                                          | 252,239      | 265,889                 |
|                               | HOLOGIC INC COMMON STOCK 0                                   | 2,440                                           | 181,310      | 182,536                 |
|                               | HORIZON THERAPEUTICS PLC COMMON STOCK 0                      | 64                                              | 4,107        | 7,283                   |
|                               | HOYA CORP COMMON STOCK - ADR 0                               | 3,461                                           | 356,213      | 330,179                 |
|                               | HSBC HOLDINGS PLC COMMON STOCK - SPONSORED ADR 0             | 13,345                                          | 372,893      | 415,830                 |
|                               | HUBSPOT INC COMMON STOCK 0                                   | 331                                             | 161,627      | 95,702                  |
|                               | HUMANA INC COMMON STOCK 0                                    | 415                                             | 191,132      | 212,559                 |
|                               | IAA INC COMMON STOCK 0                                       | 26,460                                          | 1,409,725    | 1,058,400               |
|                               | ICON PLC COMMON STOCK 0                                      | 2,345                                           | 540,086      | 455,516                 |
|                               | IDEXX LABS INC COMMON STOCK 0                                | 312                                             | 125,583      | 127,284                 |
|                               | ILLUMINA INC COMMON STOCK 0                                  | 352                                             | 101,998      | 71,174                  |
|                               | IMCD NV COMMON STOCK - ADR 0                                 | 2,529                                           | 177,641      | 180,533                 |
|                               | INFINEON TECHNOLOGIES AG COMMON STOCK - ADR 0                | 16,120                                          | 562,131      | 486,018                 |
|                               | INGREDION INC COMMON STOCK 0                                 | 5,688                                           | 523,503      | 557,026                 |
|                               | INSPIRE MEDICAL SYSTEMS INC COMMON STOCK 0                   | 538                                             | 102,386      | 135,511                 |
|                               | INSULET CORPORATION COMMON STOCK 0                           | 573                                             | 115,603      | 168,685                 |
|                               | JOHNSON & JOHNSON COMMON STOCK 0                             | 7,800                                           | 1,098,379    | 1,377,870               |
|                               | JPMORGAN CHASE & CO COMMON STOCK 0                           | 8,800                                           | 1,007,496    | 1,180,080               |
|                               | KBR INC COMMON STOCK 0                                       | 4,221                                           | 192,931      | 222,869                 |
|                               | KKR & CO INC COMMON STOCK CL.A 0                             | 5,117                                           | 217,118      | 237,531                 |
|                               | KLA TENCOR CORP COMMON STOCK 0                               | 389                                             | 129,902      | 146,665                 |
|                               | KNIGHT SWIFT TRANSPORTATION HO COMMON STOCK 0                | 2,248                                           | 93,127       | 117,818                 |
|                               | KONINKLIJKE DSM NV COMMON STOCK - SPONSORED ADR 0            | 14,209                                          | 436,121      | 436,583                 |

**MARY KAY INC. PROFIT SHARING AND 401(k) PLAN**  
**FORM 5500, SCHEDULE H, LINE 4(i) - SCHEDULE OF ASSETS (HELD AT END OF YEAR)**

As of December 31, 2022

EIN: 75-1151701  
Plan #: 001

| (a)<br>Party In<br>Interest** | (b)<br>Identity of issue, borrower, lessor, or similar party | (c)<br>Description of<br>investment<br>(shares) | (d)<br>Cost* | (e)<br>Current<br>Value |
|-------------------------------|--------------------------------------------------------------|-------------------------------------------------|--------------|-------------------------|
|                               | KRAFT HEINZ COMPANY/THE COMMON STOCK 0                       | 21,550                                          | \$ 738,032   | \$ 877,301              |
|                               | LABORATORY CORP AMERICA HLDGS COMMON STOCK 0                 | 4,400                                           | 938,337      | 1,036,112               |
|                               | LAM RESEARCH CORP COMMON STOCK 0                             | 351                                             | 139,466      | 147,525                 |
|                               | LEGRAND SA COMMON STOCK - ADR 0                              | 27,357                                          | 563,671      | 436,891                 |
|                               | LESLIES INC COMMON STOCK 0                                   | 5,182                                           | 107,444      | 63,272                  |
|                               | LINDE PLC COMMON STOCK 0                                     | 825                                             | 248,790      | 269,099                 |
|                               | LITHIA MOTORS INC COMMON STOCK CL.A 0                        | 383                                             | 80,180       | 78,415                  |
|                               | LIVE NATION ENTERTAINMENT INC COMMON STOCK 0                 | 1,172                                           | 105,271      | 81,735                  |
|                               | LONDON STOCK EXCHANGE GRP PLC COMMON STOCK - ADR 0           | 56,300                                          | 1,438,104    | 1,206,284               |
|                               | LPL FINANCIAL HOLDINGS INC COMMON STOCK 0                    | 644                                             | 119,670      | 139,213                 |
|                               | MARVELL TECHNOLOGY INC COMMON STOCK 0                        | 3,276                                           | 150,945      | 121,343                 |
|                               | MASTEC INC COMMON STOCK 0                                    | 1,642                                           | 140,974      | 140,112                 |
|                               | MATTEL INC COMMON STOCK 0                                    | 13,029                                          | 263,070      | 232,437                 |
|                               | MEDTRONIC PLC & INC COMMON STOCK 0                           | 16,550                                          | 1,522,938    | 1,286,266               |
|                               | MERCK KGAA COMMON STOCK - ADR 0                              | 16,420                                          | 535,686      | 633,484                 |
|                               | MICROCHIP TECHNOLOGY INC COMMON STOCK 0                      | 2,924                                           | 166,856      | 205,411                 |
|                               | MOLINA HEALTHCARE INC COMMON STOCK 0                         | 268                                             | 84,564       | 88,499                  |
|                               | MONOLITHIC POWER SYSTEMS INC COMMON STOCK 0                  | 273                                             | 118,433      | 96,536                  |
|                               | MOODY'S CORP COMMON STOCK 0                                  | 268                                             | 72,511       | 74,670                  |
|                               | MSCI INC COMMON STOCK CL.A 0                                 | 461                                             | 200,746      | 214,443                 |
|                               | MTU AERO ENGINES AG COMMON STOCK - ADR 0                     | 5,256                                           | 571,938      | 567,595                 |
|                               | NOMURA RESEARCH INSTITUTE LTD COMMON STOCK - ADR 0           | 16,970                                          | 465,462      | 402,019                 |
|                               | NOVOCURE LTD COMMON STOCK 0                                  | 634                                             | 95,682       | 46,504                  |
|                               | O REILLY AUTOMOTIVE INC COMMON STOCK 0                       | 157                                             | 68,239       | 132,513                 |
|                               | OKTA INC COMMON STOCK 0                                      | 1,156                                           | 198,908      | 78,989                  |
|                               | OLYMPUS CORP COMMON STOCK - SPONSORED ADR 0                  | 27,986                                          | 574,070      | 500,390                 |
|                               | OMNICOM GROUP INC COMMON STOCK 0                             | 17,600                                          | 1,171,774    | 1,435,632               |
|                               | OPEN TEXT CORP COMMON STOCK 0                                | 39,020                                          | 1,255,938    | 1,156,553               |
|                               | PACCAR INC COMMON STOCK 0                                    | 5,000                                           | 409,735      | 494,850                 |
|                               | PALO ALTO NETWORKS INC COMMON STOCK 0                        | 2,126                                           | 312,157      | 296,662                 |
|                               | PAYCOM SOFTWARE INC COMMON STOCK 0                           | 627                                             | 245,431      | 194,564                 |
|                               | PEARSON PLC COMMON STOCK - ADR 0                             | 16,885                                          | 147,234      | 190,294                 |
|                               | PERNOD RICARD SA COMMON STOCK - ADR 0                        | 13,066                                          | 459,377      | 513,886                 |
|                               | PHILIP MORRIS INTL INC COMMON STOCK 0                        | 8,800                                           | 715,541      | 890,648                 |
|                               | PLANET FITNESS INC CL A COMMON STOCK 0                       | 2,891                                           | 228,298      | 227,811                 |
|                               | PNC FINANCIAL SERVICES GROUP COMMON STOCK 0                  | 4,850                                           | 697,851      | 766,009                 |
|                               | PROGRESSIVE CORP COMMON STOCK 0                              | 7,200                                           | 667,862      | 933,912                 |
|                               | QUANTA SERVICES INC COMMON STOCK 0                           | 1,288                                           | 99,772       | 183,540                 |
|                               | RELX PLC COMMON STOCK - SPONSORED ADR 0                      | 33,272                                          | 726,743      | 922,300                 |
|                               | RESMED INC COMMON STOCK 0                                    | 187                                             | 30,264       | 38,920                  |
|                               | ROCHE HOLDINGS LTD-SPONS ADR COMMON STOCK - ADR 0            | 17,750                                          | 859,239      | 694,913                 |
|                               | ROSS STORES INC COMMON STOCK 0                               | 1,234                                           | 123,006      | 143,230                 |
|                               | RYANAIR HOLDINGS PLC COMMON STOCK - ADR 0                    | 5,192                                           | 464,019      | 388,154                 |
|                               | SAMPO OYJ COMMON STOCK - UNSPONSORED ADR 0                   | 19,763                                          | 402,154      | 515,419                 |
|                               | SANDVIK AB COMMON STOCK - ADR 0                              | 11,984                                          | 262,885      | 216,910                 |
|                               | SAREPTA THERAPEUTICS INC COMMON STOCK 0                      | 674                                             | 57,876       | 87,337                  |
|                               | SHERWIN WILLIAMS CO COMMON STOCK 0                           | 474                                             | 123,295      | 112,494                 |
|                               | SHIMANO INC COMMON STOCK - ADR 0                             | 14,415                                          | 330,273      | 226,243                 |
|                               | SHOALS TECHNOLOGIES GROUP INC COMMON STOCK 0                 | 2,351                                           | 58,294       | 57,999                  |
|                               | SIEMENS HEALTHINEERS AG COMMON STOCK - ADR 0                 | 12,451                                          | 284,687      | 310,403                 |
|                               | SIGNIFY HEALTH INC COMMON STOCK 0                            | 7,569                                           | 154,707      | 216,928                 |
|                               | SITIME CORP COMMON STOCK 0                                   | 411                                             | 71,475       | 41,766                  |
|                               | SM ENERGY CO COMMON STOCK 0                                  | 4,742                                           | 211,349      | 165,164                 |
|                               | SOLAREDGE TECHNOLOGIES INC COMMON STOCK 0                    | 320                                             | 94,721       | 90,646                  |
|                               | STANLEY BLACK & DECKER INC COMMON STOCK 0                    | 11,400                                          | 1,838,108    | 856,368                 |
|                               | STATE STREET CORP COMMON STOCK 0                             | 20,430                                          | 1,442,390    | 1,584,755               |
|                               | SUMITOMO MITSUI FINANCIAL GRP COMMON STOCK - ADR 0           | 65,198                                          | 516,293      | 522,888                 |
|                               | SUNCOR ENERGY INC COMMON STOCK 0                             | 17,012                                          | 466,570      | 539,791                 |
|                               | SUZUKI MOTOR CORP COMMON STOCK - ADR 0                       | 1,967                                           | 366,022      | 252,917                 |
|                               | SVB FINANCIAL GROUP COMMON STOCK 0                           | 639                                             | 237,606      | 147,059                 |
|                               | SYNCHRONY FINANCIAL COMMON STOCK 0                           | 17,350                                          | 500,575      | 570,121                 |
|                               | TE CONNECTIVITY LTD COMMON STOCK 0                           | 10,930                                          | 1,077,449    | 1,254,764               |
|                               | TELEFLEX INC COMMON STOCK 0                                  | 561                                             | 176,470      | 140,042                 |
|                               | TELEPERFORMANCE COMMON STOCK - ADR 0                         | 1,999                                           | 325,028      | 238,201                 |
|                               | THALES SA COMMON STOCK - ADR 0                               | 18,240                                          | 454,995      | 465,302                 |
|                               | TRADE DESK INC/THE COMMON STOCK CL.A 0                       | 2,312                                           | 132,334      | 103,647                 |
|                               | TRANSUNION COMMON STOCK 0                                    | 1,841                                           | 128,715      | 104,477                 |
|                               | UNILEVER PLC COMMON STOCK - SPONSORED ADR 0                  | 12,814                                          | 642,387      | 645,185                 |
|                               | UNILEVER PLC COMMON STOCK - SPONSORED ADR 0                  | 25,450                                          | 1,353,131    | 1,281,408               |
|                               | UNIVERSAL DISPLAY CORP COMMON STOCK 0                        | 281                                             | 30,538       | 30,359                  |
|                               | UNIVERSAL MUSIC GROUP NV COMMON STOCK - ADR 0                | 37,414                                          | 395,063      | 448,968                 |
|                               | US BANCORP COMMON STOCK 0                                    | 23,200                                          | 943,506      | 1,011,752               |
|                               | VEEVA SYS INC COMMON STOCK CL.A 0                            | 955                                             | 217,152      | 154,118                 |
|                               | VERIZON COMMUNICATIONS INC COMMON STOCK 0                    | 26,550                                          | 1,548,998    | 1,046,070               |

**MARY KAY INC. PROFIT SHARING AND 401(k) PLAN**  
**FORM 5500, SCHEDULE H, LINE 4(i) - SCHEDULE OF ASSETS (HELD AT END OF YEAR)**

As of December 31, 2022

EIN: 75-1151701  
Plan #: 001

| (a)<br>Party In<br>Interest** | (b)<br>Identity of issue, borrower, lessor, or similar party                         | (c)<br>Description of<br>investment<br>(shares) | (d)<br>Cost*  | (e)<br>Current<br>Value |
|-------------------------------|--------------------------------------------------------------------------------------|-------------------------------------------------|---------------|-------------------------|
|                               | VESTAS WIND SYSTEMS A/S COMMON STOCK - ADR 0                                         | 39,333                                          | \$ 368,455    | \$ 377,616              |
|                               | VONOVIA SE COMMON STOCK - ADR 0                                                      | 25,043                                          | 515,808       | 292,001                 |
|                               | WARNER MUSIC GROUP CORP COMMON STOCK 0                                               | 31,500                                          | 738,159       | 1,103,130               |
|                               | WASTE CONNECTIONS INC COMMON STOCK 0                                                 | 1,467                                           | 175,378       | 194,466                 |
|                               | WHIRLPOOL CORP COMMON STOCK 0                                                        | 5,100                                           | 805,207       | 721,446                 |
|                               | WILLIAMS COMPANIES INC COMMON STOCK 0                                                | 35,850                                          | 909,364       | 1,179,465               |
|                               | WOLFSPEED INC COMMON STOCK 0                                                         | 2,188                                           | 249,830       | 151,060                 |
|                               | WOLTERS KLUWER NV COMMON STOCK - SPONSORED ADR 0                                     | 4,279                                           | 220,343       | 448,225                 |
|                               | WOODWARD INC COMMON STOCK 0                                                          | 6,209                                           | 533,597       | 599,851                 |
|                               | WORKDAY COMMON STOCK 0                                                               | 291                                             | 58,842        | 48,693                  |
|                               | XPO LOGISTICS INC COMMON STOCK 0                                                     | 2,406                                           | 100,874       | 80,096                  |
|                               | YAMAHA CORP COMMON STOCK - SPONSORED ADR 0                                           | 6,083                                           | 208,943       | 225,010                 |
|                               | ZOZO INC COMMON STOCK - UNSPONSORED ADR 0                                            | 59,069                                          | 286,798       | 295,345                 |
|                               | <b>Total Corporate Stocks - Common</b>                                               |                                                 |               | <b>\$ 86,790,610</b>    |
| <b>**</b>                     | <b>Participant Loans: (Interest Rate 4.25% - 8%)</b>                                 |                                                 | <b>-0-</b>    | <b>\$ 5,765,189</b>     |
|                               | <b>Common/Collective Funds</b>                                                       |                                                 |               |                         |
|                               | WELLINGTON TRUST COMPANY INTERNATIONAL QUALITY GROWTH C                              | 1,716,658                                       | \$ 24,827,064 | \$ 24,410,874           |
|                               | AMERICAN CENTURY GTC ENHANCED CORE US RE INCOME FD 0                                 | 833,102                                         | 12,200,000    | 11,583,535              |
|                               | BENEFITS TRUST BGO DAILY VALUE FUND 0                                                | 808,086                                         | 12,200,000    | 12,208,889              |
|                               | LORD ABBETT SMALL CAP GROWTH EQ TR II CL.R 0                                         | 1,929,783                                       | 12,254,040    | 11,848,870              |
|                               | TCW CONCENTRATED CORE FUND CL B 0                                                    | 1,336,536                                       | 46,110,502    | 43,985,409              |
|                               | WEDGE CAPITAL SMID CAP VALUE FUND CLASS C 0                                          | 2,316,393                                       | 27,237,820    | 26,491,200              |
|                               | 7-Eleven Inc, 0.95%, due 2/10/2026                                                   |                                                 | *             | 2,058                   |
|                               | Abbvie Inc, 2.60%, due 11/21/2024                                                    |                                                 | *             | 369                     |
|                               | Abbvie Inc, 3.20%, due 11/21/2029                                                    |                                                 | *             | 867                     |
|                               | AEP Texas Restoration Funding LLC, 2.06%, due 2/1/2027                               |                                                 | *             | 1,480                   |
|                               | AerCap Ireland Capital DAC / AerCap Global Aviation Trust, 1.75%, due 1/30/2026      |                                                 | *             | 825                     |
|                               | AerCap Ireland Capital DAC / AerCap Global Aviation Trust, 2.45%, due 10/29/2026     |                                                 | *             | 1,318                   |
|                               | Aetna Inc, 2.80%, due 6/15/2023                                                      |                                                 | *             | 1,669                   |
|                               | Air Lease Corp, 1.88%, due 8/15/2026                                                 |                                                 | *             | 1,922                   |
|                               | Air Lease Corp, 2.88%, due 1/15/2026                                                 |                                                 | *             | 605                     |
|                               | Amazon.com Inc, 2.40%, due 2/22/2023                                                 |                                                 | *             | 822                     |
|                               | Ameren Corp, 1.95%, due 3/15/2027                                                    |                                                 | *             | 2,210                   |
|                               | American Electric Power, 2.03%, due 03/15/2024                                       |                                                 | *             | 661                     |
|                               | American Electric Power, 2.30%, due 03/01/2030                                       |                                                 | *             | 678                     |
|                               | American Express Co, 2.50%, due 7/30/2024                                            |                                                 | *             | 626                     |
|                               | American Express Co, 3.40%, due 2/22/2024                                            |                                                 | *             | 641                     |
|                               | American Intl Group, 3.90%, due 4/1/2026                                             |                                                 | *             | 995                     |
|                               | AmeriCredit Automobile Receivables Trust, 4.81%, due 4/18/2028                       |                                                 | *             | 941                     |
|                               | Ameriprise Financial Inc, 4.00%, due 10/15/2023                                      |                                                 | *             | 769                     |
|                               | Amgen, Inc., 1.65%, due 8/15/2028                                                    |                                                 | *             | 1,469                   |
|                               | Amgen, Inc., 2.20%, due 2/21/2027                                                    |                                                 | *             | 1,053                   |
|                               | Amur Equipment Finance Receivables XI LLC, 5.30%, due 6/21/2028                      |                                                 | *             | 290                     |
|                               | Anglo American Capital PLC, 2.63%, due 9/10/2030                                     |                                                 | *             | 917                     |
|                               | Anheuser-Busch InBev, 4.75%, due 1/23/2029                                           |                                                 | *             | 1,952                   |
|                               | Apple Inc, 1.13%, due 5/11/2025                                                      |                                                 | *             | 572                     |
|                               | Apple Inc, 1.80%, due 9/11/2024                                                      |                                                 | *             | 1,839                   |
|                               | Arizona Department of Transportation State Highway Fund Revenue, 2.17%, due 7/1/2026 |                                                 | *             | 485                     |
|                               | ASB Bank Ltd, 1.63%, due 10/22/2026                                                  |                                                 | *             | 2,331                   |
|                               | AstraZeneca PLC, 0.70%, due 4/8/2026                                                 |                                                 | *             | 852                     |
|                               | AT&T Inc, 4.30%, due 2/15/2030                                                       |                                                 | *             | 1,904                   |
|                               | AutoZone Inc, 3.75%, due 4/18/2029                                                   |                                                 | *             | 923                     |
|                               | Avalonbay Communities, 3.30%, due 6/1/2029                                           |                                                 | *             | 836                     |
|                               | Avis Budget Rental Car Funding AESOP LLC, 2.33%, due 8/20/2026                       |                                                 | *             | 1,090                   |
|                               | Baker Hughes Holdings LLC / Baker Hughes Co-Obligor Inc, 2.06%, due 12/15/2026       |                                                 | *             | 1,091                   |
|                               | Banco Santander SA, 3.13%, due 2/23/2023                                             |                                                 | *             | 999                     |
|                               | BANK 2020-BNK25, 2.61%, due 1/15/2063                                                |                                                 | *             | 2,480                   |
|                               | BANK 2021-BNK37, 2.51%, due 11/15/2064                                               |                                                 | *             | 2,474                   |
|                               | BANK, 3.22%, due 8/15/2061                                                           |                                                 | *             | 814                     |
|                               | Bank of America Corp, 2.88%, due 10/22/2030                                          |                                                 | *             | 763                     |
|                               | Bank of America Corp, 3.25%, due 10/21/2027                                          |                                                 | *             | 3,457                   |
|                               | Bank of America Corp, 3.42%, due 12/20/2028                                          |                                                 | *             | 1,979                   |
|                               | Bank of America Merrill Lynch Commercial Mortgage Trust, 3.57%, due 2/15/2050        |                                                 | *             | 1,350                   |
|                               | Barclays PLC, 3.93%, due 5/7/2025                                                    |                                                 | *             | 1,692                   |
|                               | Barclays PLC, 5.30%, due 8/9/2026                                                    |                                                 | *             | 502                     |
|                               | BBCMS Mortgage Trust 2020-C8, 2.04%, due 10/15/2053                                  |                                                 | *             | 1,348                   |
|                               | BBCMS Mortgage Trust, 5.50%, due 12/15/2055                                          |                                                 | *             | 5,729                   |
|                               | Benchmark 2019-B14 Mortgage Trust, 2.80%, due 12/15/2062                             |                                                 | *             | 3,898                   |
|                               | Benchmark 2020-B20 Mortgage Trust, 2.03%, due 10/15/2053                             |                                                 | *             | 2,565                   |
|                               | Benchmark Mortgage Trust, 3.61%, due 3/15/2062                                       |                                                 | *             | 2,851                   |
|                               | Berkshire Hathaway Energy, 2.80%, due 1/15/2023                                      |                                                 | *             | 632                     |
|                               | Berkshire Hathaway Inc, 3.13%, due 3/15/2026                                         |                                                 | *             | 2,255                   |

**MARY KAY INC. PROFIT SHARING AND 401(k) PLAN**  
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EIN: 75-1151701  
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| (a)<br>Party In<br>Interest** | (b)<br>Identity of issue, borrower, lessor, or similar party             | (c)<br>Description of<br>investment<br>(shares) | (d)<br>Cost* | (e)<br>Current<br>Value |
|-------------------------------|--------------------------------------------------------------------------|-------------------------------------------------|--------------|-------------------------|
|                               | Bio-Rad Laboratories, Inc., 3.30%, due 3/15/2027                         |                                                 | *            | \$ 276                  |
|                               | BlackRock 1-3 Year Credit Bond Index Non-Lendable Fund                   |                                                 | *            | 325,089                 |
|                               | BlackRock 1-3 Year Government Bond Index Fund                            |                                                 | *            | 325,288                 |
|                               | BlackRock Asset-Backed Securities Index Fund                             |                                                 | *            | 168,518                 |
|                               | BlackRock Commercial Mortgage-Backed Securities Index Fund               |                                                 | *            | 65,761                  |
|                               | BlackRock Intermediate Government/Credit Bond Index Fund                 |                                                 | *            | 21,070                  |
|                               | BlackRock Mortgage-Backed Securities Index Fund                          |                                                 | *            | 146,961                 |
|                               | BMO Mortgage Trust, 5.33%, due 9/15/2054                                 |                                                 | *            | 2,732                   |
|                               | BMW Vehicle Lease Trust, 1.10%, due 3/25/2025                            |                                                 | *            | 1,790                   |
|                               | BMW Vehicle Owner Trust, 4.96%, due 8/25/2026                            |                                                 | *            | 690                     |
|                               | BNP Paribas SA, 1.68%, due 6/30/207                                      |                                                 | *            | 917                     |
|                               | Boeing Co, 2.20%, due 2/4/2026                                           |                                                 | *            | 1,149                   |
|                               | Boeing Co, 2.80%, due 3/1/2024                                           |                                                 | *            | 522                     |
|                               | Boeing Co, 3.63%, due 2/1/2031                                           |                                                 | *            | 377                     |
|                               | Boeing Co, 4.88%, due 5/1/2025                                           |                                                 | *            | 2,375                   |
|                               | BP Capital Markets America Inc, 1.75%, due 8/10/2030                     |                                                 | *            | 899                     |
|                               | Bristol Myers Squibb, 3.25%, due 2/20/2023                               |                                                 | *            | 1,263                   |
|                               | Broadcom Inc, 3.42%, due 4/15/2033                                       |                                                 | *            | 1,870                   |
|                               | Capital One Financial Corp, 3.75%, due 3/9/2027                          |                                                 | *            | 1,187                   |
|                               | Capital One Multi-Asset Execution Trust, 3.49%, due 5/15/2027            |                                                 | *            | 8,089                   |
|                               | CarMax Auto Owner Trust 2020-2, 1.70%, due 11/15/2024                    |                                                 | *            | 203                     |
|                               | CarMax Auto Owner Trust 2020-4, 0.63%, due 6/15/2026                     |                                                 | *            | 2,533                   |
|                               | CarMax Auto Owner Trust 2020-4, 0.82%, due 4/15/2027                     |                                                 | *            | 2,520                   |
|                               | CarMax Auto Owner Trust, 2.13%, due 7/15/2025                            |                                                 | *            | 2,276                   |
|                               | Carrier Global Corp, 2.24%, due 2/15/2025                                |                                                 | *            | 848                     |
|                               | Carvana Auto Receivables Trust, 0.49%, due 3/10/2026                     |                                                 | *            | 1,645                   |
|                               | Cash                                                                     |                                                 | *            | 3,148                   |
|                               | CD Mortgage Trust, 1.93%, due 8/15/2057                                  |                                                 | *            | 2,278                   |
|                               | CD Mortgage Trust, 3.25%, due 11/10/2049                                 |                                                 | *            | 3,438                   |
|                               | CenterPoint Energy Transition Bond Co. IV LLC, 3.03%, due 10/15/2025     |                                                 | *            | 4,089                   |
|                               | Cheniere Corpus Chris, 5.88%, due 3/31/2025                              |                                                 | *            | 859                     |
|                               | CIFC Funding 2022-III Ltd., 4.00%, due 4/21/2035                         |                                                 | *            | 2,455                   |
|                               | Cigna Corp, 2.40%, due 3/15/2030                                         |                                                 | *            | 556                     |
|                               | Cigna Corp, 4.38%, due 10/15/2028                                        |                                                 | *            | 1,051                   |
|                               | Citibank NA, 3.65%, due 1/23/2024                                        |                                                 | *            | 869                     |
|                               | Citigroup Commerical Mortgage Trust 2016-P6, 3.51%, due 12/10/2049       |                                                 | *            | 907                     |
|                               | Citigroup Commerical Mortgage Trust 2019-C7, 3.10%, due 12/15/2072       |                                                 | *            | 2,530                   |
|                               | Citigroup Commerical Mortgage Trust 2020-GC46, 2.71%, due 2/15/2053      |                                                 | *            | 1,026                   |
|                               | Citigroup Commercial Mortgage Trust, 2.45%, due 7/10/2049                |                                                 | *            | 1,615                   |
|                               | Citigroup Commercial Mortgage Trust, 3.21%, due 10/12/2050               |                                                 | *            | 1,356                   |
|                               | Citigroup Inc, 2.67%, due 1/29/2031                                      |                                                 | *            | 671                     |
|                               | Citigroup Inc, 3.88%, due 10/25/2023                                     |                                                 | *            | 2,473                   |
|                               | City & County Honolulu HI Wastewater System Revenue, 2.23%, due 7/1/2024 |                                                 | *            | 182                     |
|                               | CNH Equipment Trust, 2.52%, due 8/15/2024                                |                                                 | *            | 146                     |
|                               | CNH Equipment Trust, 2.94%, due 7/15/2027                                |                                                 | *            | 4,561                   |
|                               | CNH Equipment Trust, 3.89%, due 8/16/2027                                |                                                 | *            | 657                     |
|                               | CNH Equipment Trust, 5.42%, due 7/15/2026                                |                                                 | *            | 689                     |
|                               | Comcast Corp, 3.15%, due 3/1/2026                                        |                                                 | *            | 1,659                   |
|                               | Comcast Corp, 3.70%, due 4/15/2024                                       |                                                 | *            | 1,402                   |
|                               | COMM 2014-CR14 MTG TR, 4.24%, due 2/10/2047                              |                                                 | *            | 782                     |
|                               | COMM 2015-CR24 MTG TR, 3.70%, due 8/10/2048                              |                                                 | *            | 1,304                   |
|                               | COMM 2019-GC44 MTG TR, 2.83%, due 8/15/2057                              |                                                 | *            | 1,765                   |
|                               | COMM Mortgage Trust, 3.15%, due 2/10/2047                                |                                                 | *            | 2,273                   |
|                               | Conagra Brands Inc, 1.38%, due 11/1/2027                                 |                                                 | *            | 663                     |
|                               | ConocoPhillips, 3.75%, due 10/1/2027                                     |                                                 | *            | 411                     |
|                               | Cooperative Rabobank UA, 1.34%, due 6/24/2026                            |                                                 | *            | 981                     |
|                               | Crown Castle Intl Corp, 1.35%, due 7/15/2025                             |                                                 | *            | 727                     |
|                               | Crown Castle Intl Corp, 3.30%, due 7/1/2030                              |                                                 | *            | 884                     |
|                               | CSAIL 2019-C18 COML, 2.85%, due 12/15/2052                               |                                                 | *            | 1,672                   |
|                               | CSX Corp, 2.60%, due 11/1/2026                                           |                                                 | *            | 1,032                   |
|                               | CSX Corp, 3.35%, due 11/1/2025                                           |                                                 | *            | 802                     |
|                               | CVS Health Corp, 2.13%, due 9/15/2031                                    |                                                 | *            | 944                     |
|                               | CVS Health Corp, 4.30%, due 3/25/2028                                    |                                                 | *            | 1,008                   |
|                               | DBGS 2018-C1 Mortgage Trust, 4.47%, due 10/15/2051                       |                                                 | *            | 2,446                   |
|                               | DBJPM Mortgage Trust, 3.07%, due 6/10/2050                               |                                                 | *            | 4,239                   |
|                               | DH Europe FIN II S A R, 2.20%, due 11/15/2024                            |                                                 | *            | 840                     |
|                               | Discover Card Execution Note Trust, 1.96%, due 2/15/2027                 |                                                 | *            | 3,893                   |
|                               | Discover Card Execution Note Trust, 3.32%, due 5/15/2027                 |                                                 | *            | 1,267                   |
|                               | Discover Card Execution Note Trust, 3.56%, due 7/15/2027                 |                                                 | *            | 5,520                   |
|                               | Dollar General Corp, 3.50%, due 4/3/2030                                 |                                                 | *            | 856                     |
|                               | Eaton Vance CLO Ltd., 5.25%, due 10/15/2034                              |                                                 | *            | 2,439                   |
|                               | Ecolab Inc, 1.65%, due 2/1/2027                                          |                                                 | *            | 1,549                   |
|                               | Ecolab Inc, 3.25%, due 12/1/2027                                         |                                                 | *            | 926                     |
|                               | Enbridge Inc, 3.13%, due 11/15/2029                                      |                                                 | *            | 533                     |

MARY KAY INC. PROFIT SHARING AND 401(k) PLAN  
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|-------------------------------|--------------------------------------------------------------|-------------------------------------------------|--------------|-------------------------|
|                               | Energy Transfer Partners LP, 4.20%, due 4/15/2027            | *                                               | \$           | 319                     |
|                               | Energy Transfer Partners LP, 5.55%, due 2/15/2028            | *                                               |              | 1,274                   |
|                               | Enterprise Fleet Financing 2021-3 LLC, 1.22%, due 8/20/2027  | *                                               |              | 1,111                   |
|                               | Equinox Inc, 1.45%, due 5/15/2026                            | *                                               |              | 983                     |
|                               | Estee Lauder Cos Inc, 2.00%, due 12/1/2024                   | *                                               |              | 188                     |
|                               | Exelon Corp, 4.05%, due 4/15/2030                            | *                                               |              | 931                     |
|                               | Exeter Automobile Receivables Trust, 0.69%, due 1/15/2026    | *                                               |              | 2,252                   |
|                               | Exeter Automobile Receivables Trust, 4.86%, due 12/15/2026   | *                                               |              | 1,115                   |
|                               | Fannie Mae, 2.50%, due 11/1/2027                             | *                                               |              | 103                     |
|                               | Fannie Mae, 2.50%, due 12/1/2027                             | *                                               |              | 47                      |
|                               | Fannie Mae, 2.50%, due 2/1/2028                              | *                                               |              | 129                     |
|                               | Fannie Mae, 2.50%, due 6/1/2032                              | *                                               |              | 865                     |
|                               | Fannie Mae, 2.50%, due 12/1/2049                             | *                                               |              | 739                     |
|                               | Fannie Mae, 2.50%, due 4/1/2050                              | *                                               |              | 718                     |
|                               | Fannie Mae, 2.50%, due 7/1/2050                              | *                                               |              | 1,094                   |
|                               | Fannie Mae, 2.50%, due 7/1/2050                              | *                                               |              | 1,037                   |
|                               | Fannie Mae, 2.50%, due 12/1/2050                             | *                                               |              | 1,336                   |
|                               | Fannie Mae, 2.50%, due 1/1/2051                              | *                                               |              | 1,275                   |
|                               | Fannie Mae, 2.50%, due 9/1/2051                              | *                                               |              | 1,753                   |
|                               | Fannie Mae, 2.50%, due 10/1/2051                             | *                                               |              | 1,837                   |
|                               | Fannie Mae, 3.00%, due 1/1/2028                              | *                                               |              | 67                      |
|                               | Fannie Mae, 3.00%, due 3/1/2030                              | *                                               |              | 1,265                   |
|                               | Fannie Mae, 3.00%, due 10/1/2030                             | *                                               |              | 644                     |
|                               | Fannie Mae, 3.00%, due 11/1/2031                             | *                                               |              | 358                     |
|                               | Fannie Mae, 3.00%, due 6/1/2032                              | *                                               |              | 516                     |
|                               | Fannie Mae, 3.00%, due 1/1/2033                              | *                                               |              | 827                     |
|                               | Fannie Mae, 3.00%, due 11/1/2045                             | *                                               |              | 1,527                   |
|                               | Fannie Mae, 3.00%, due 11/1/2046                             | *                                               |              | 1,918                   |
|                               | Fannie Mae, 3.00%, due 3/1/2048                              | *                                               |              | 403                     |
|                               | Fannie Mae, 3.00%, due 11/1/2048                             | *                                               |              | 758                     |
|                               | Fannie Mae, 3.00%, due 12/1/2049                             | *                                               |              | 646                     |
|                               | Fannie Mae, 3.00%, due 2/1/2050                              | *                                               |              | 844                     |
|                               | Fannie Mae, 3.00%, due 5/1/2050                              | *                                               |              | 732                     |
|                               | Fannie Mae, 3.00%, due 7/1/2050                              | *                                               |              | 756                     |
|                               | Fannie Mae, 3.00%, due 9/1/2050                              | *                                               |              | 1,084                   |
|                               | Fannie Mae, 3.00%, due 5/1/2051                              | *                                               |              | 1,123                   |
|                               | Fannie Mae, 3.00%, due 7/1/2051                              | *                                               |              | 740                     |
|                               | Fannie Mae, 3.00%, due 8/1/2051                              | *                                               |              | 807                     |
|                               | Fannie Mae, 3.50%, due 1/1/2026                              | *                                               |              | 78                      |
|                               | Fannie Mae, 3.50%, due 8/1/2026                              | *                                               |              | 594                     |
|                               | Fannie Mae, 3.50%, due 12/1/2046                             | *                                               |              | 2,020                   |
|                               | Fannie Mae, 3.50%, due 12/1/2047                             | *                                               |              | 986                     |
|                               | Fannie Mae, 3.50%, due 2/1/2048                              | *                                               |              | 263                     |
|                               | Fannie Mae, 3.50%, due 1/1/2050                              | *                                               |              | 518                     |
|                               | Fannie Mae, 3.50%, due 6/1/2051                              | *                                               |              | 3,658                   |
|                               | Fannie Mae, 3.50%, due 11/1/2051                             | *                                               |              | 3,484                   |
|                               | Fannie Mae, 3.50%, due 1/1/2052                              | *                                               |              | 4,013                   |
|                               | Fannie Mae, 4.00%, due 12/1/2037                             | *                                               |              | 2,217                   |
|                               | Fannie Mae, 4.00%, due 9/1/2042                              | *                                               |              | 481                     |
|                               | Fannie Mae, 4.00%, due 10/1/2048                             | *                                               |              | 228                     |
|                               | Fannie Mae, 4.00%, due 8/1/2049                              | *                                               |              | 1,039                   |
|                               | Fannie Mae, 4.00%, due 5/1/2050                              | *                                               |              | 537                     |
|                               | Fannie Mae, 4.50%, due 5/1/2047                              | *                                               |              | 822                     |
|                               | Fannie Mae, 4.50%, due 12/1/2048                             | *                                               |              | 441                     |
|                               | Fannie Mae, 4.50%, due 4/1/2049                              | *                                               |              | 186                     |
|                               | Fannie Mae, 5.00%, due 9/1/2052                              | *                                               |              | 2,648                   |
|                               | Fannie Mae, 7.16%, due 9/1/2047                              | *                                               |              | 730                     |
|                               | Fannie Mae REMICS, 2.50%, due 8/25/2034                      | *                                               |              | 2,317                   |
|                               | Fannie Mae REMICS, 2.50%, due 12/25/2037                     | *                                               |              | 4,383                   |
|                               | Fannie Mae REMICS, 2.50%, due 2/25/2044                      | *                                               |              | 4,507                   |
|                               | Fannie Mae REMICS, 2.75%, due 9/25/2042                      | *                                               |              | 2,869                   |
|                               | Fannie Mae REMICS, 3.00%, due 9/25/2033                      | *                                               |              | 2,448                   |
|                               | Fannie Mae REMICS, 3.00%, due 10/25/2033                     | *                                               |              | 3,333                   |
|                               | Fannie Mae REMICS, 3.00%, due 6/25/2039                      | *                                               |              | 2,818                   |
|                               | Fannie Mae REMICS, 3.00%, due 11/25/2040                     | *                                               |              | 133                     |
|                               | Fannie Mae REMICS, 3.00%, due 2/25/2046                      | *                                               |              | 1,977                   |
|                               | Fannie Mae REMICS, 3.50%, due 5/25/2041                      | *                                               |              | 208                     |
|                               | Fannie Mae REMICS, 3.50%, due 8/25/2044                      | *                                               |              | 938                     |
|                               | Fannie Mae REMICS, 3.50%, due 11/25/2044                     | *                                               |              | 3,487                   |
|                               | Fannie Mae REMICS, 4.00%, due 11/25/2024                     | *                                               |              | 288                     |
|                               | Fannie Mae REMICS, 4.00%, due 5/25/2041                      | *                                               |              | 128                     |
|                               | Fannie Mae REMICS, 4.50%, due 7/25/2035                      | *                                               |              | 5,865                   |
|                               | Fannie Mae REMICS, 4.50%, due 2/25/2048                      | *                                               |              | 4,798                   |
|                               | Fannie Mae REMICS, 5.02%, due 12/25/2046                     | *                                               |              | 3,428                   |

MARY KAY INC. PROFIT SHARING AND 401(k) PLAN  
FORM 5500, SCHEDULE H, LINE 4(i) - SCHEDULE OF ASSETS (HELD AT END OF YEAR)  
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EIN: 75-1151701  
Plan #: 001

| (a)<br>Party In<br>Interest** | (b)<br>Identity of issue, borrower, lessor, or similar party                     | (c)<br>Description of<br>investment<br>(shares) | (d)<br>Cost* | (e)<br>Current<br>Value |
|-------------------------------|----------------------------------------------------------------------------------|-------------------------------------------------|--------------|-------------------------|
|                               | Fidelity National Information Services Inc, 1.15%, due 3/1/2026                  |                                                 | *            | \$ 1,759                |
|                               | First Republic Bank, 1.91%, due 2/12/2024                                        |                                                 | *            | 621                     |
|                               | Freddie Mac Gold Pool, 3.00%, due 6/1/2031                                       |                                                 | *            | 306                     |
|                               | Freddie Mac Gold Pool, 3.00%, due 6/1/2033                                       |                                                 | *            | 669                     |
|                               | Freddie Mac Gold Pool, 3.00%, due 12/1/2033                                      |                                                 | *            | 322                     |
|                               | Freddie Mac Gold Pool, 3.50%, due 11/1/2046                                      |                                                 | *            | 1,994                   |
|                               | Freddie Mac Gold Pool, 4.00%, due 3/1/2043                                       |                                                 | *            | 2,307                   |
|                               | Freddie Mac Gold Pool, 4.00%, due 8/1/2048                                       |                                                 | *            | 1,018                   |
|                               | Freddie Mac Multifamily Structured, 2.92%, due 1/25/2026                         |                                                 | *            | 3,570                   |
|                               | Freddie Mac Non Gold Pool, 7.20%, due 7/1/2047                                   |                                                 | *            | 212                     |
|                               | Freddie Mac Pool, 2.50%, due 5/1/2050                                            |                                                 | *            | 989                     |
|                               | Freddie Mac Pool, 2.50%, due 9/1/2050                                            |                                                 | *            | 1,224                   |
|                               | Freddie Mac Pool, 2.50%, due 9/1/2050                                            |                                                 | *            | 1,285                   |
|                               | Freddie Mac Pool, 3.00%, due 7/1/2029                                            |                                                 | *            | 299                     |
|                               | Freddie Mac Pool, 3.00%, due 10/1/2049                                           |                                                 | *            | 419                     |
|                               | Freddie Mac Pool, 3.00%, due 4/1/2050                                            |                                                 | *            | 810                     |
|                               | Freddie Mac Pool, 3.00%, due 9/1/2050                                            |                                                 | *            | 765                     |
|                               | Freddie Mac Pool, 3.50%, due 10/1/2049                                           |                                                 | *            | 500                     |
|                               | Freddie Mac Pool, 3.50%, due 1/1/2050                                            |                                                 | *            | 185                     |
|                               | Freddie Mac Pool, 4.00%, due 5/1/2050                                            |                                                 | *            | 281                     |
|                               | Freddie Mac REMICS, 1.00%, due 7/15/2039                                         |                                                 | *            | 1,835                   |
|                               | Freddie Mac REMICS, 1.25%, due 4/25/2045                                         |                                                 | *            | 3,840                   |
|                               | Freddie Mac REMICS, 2.00%, due 5/25/2033                                         |                                                 | *            | 879                     |
|                               | Freddie Mac REMICS, 2.00%, due 10/15/2039                                        |                                                 | *            | 149                     |
|                               | Freddie Mac REMICS, 2.50%, due 11/15/2040                                        |                                                 | *            | 2,101                   |
|                               | Freddie Mac REMICS, 3.00%, due 10/15/2039                                        |                                                 | *            | 2,780                   |
|                               | Freddie Mac REMICS, 3.00%, due 10/15/2045                                        |                                                 | *            | 2,297                   |
|                               | Freddie Mac REMICS, 3.50%, due 10/15/2028                                        |                                                 | *            | 2,939                   |
|                               | Freddie Mac REMICS, 3.50%, due 5/25/2035                                         |                                                 | *            | 5,598                   |
|                               | Freddie Mac REMICS, 4.00%, due 9/25/2047                                         |                                                 | *            | 3,478                   |
|                               | Freddie Mac REMICS, 4.50%, due 9/25/2035                                         |                                                 | *            | 4,934                   |
|                               | General Motors Financial Co Inc, 1.25%, due 1/8/2026                             |                                                 | *            | 1,022                   |
|                               | General Motors Financial Co Inc, 2.40%, due 4/10/2028                            |                                                 | *            | 1,019                   |
|                               | Gilead Sciences Inc, 3.50%, due 2/1/2025                                         |                                                 | *            | 1,462                   |
|                               | Ginnie Mae I Pool, 4.50%, due 11/15/2024                                         |                                                 | *            | 740                     |
|                               | Ginnie Mae II Pool, 3.00%, due 5/20/2050                                         |                                                 | *            | 722                     |
|                               | Ginnie Mae II Pool, 3.00%, due 6/20/2050                                         |                                                 | *            | 757                     |
|                               | Ginnie Mae II Pool, 3.00%, due 8/20/2050                                         |                                                 | *            | 877                     |
|                               | Ginnie Mae II Pool, 4.39%, due 11/20/2062                                        |                                                 | *            | 3                       |
|                               | GM Financial Automobile Leasing Trust, 0.41%, due 5/20/2025                      |                                                 | *            | 1,500                   |
|                               | GM Financial Consumer Automobile Receivables Trust 2020-2, 1.49%, due 12/16/2024 |                                                 | *            | 287                     |
|                               | GM Financial Consumer Automobile Receivables Trust, 1.05%, due 5/18/2026         |                                                 | *            | 957                     |
|                               | GM Financial Consumer Automobile Receivables Trust 2020-3, 0.45%, due 4/16/2025  |                                                 | *            | 974                     |
|                               | GM Financial Consumer Automobile Receivables Trust, 0.38%, due 8/18/2025         |                                                 | *            | 1,303                   |
|                               | GM Financial Consumer Automobile Receivables Trust, 1.79%, due 4/17/2028         |                                                 | *            | 566                     |
|                               | GM Financial Consumer Automobile Receivables Trust, 2.18%, due 5/16/2025         |                                                 | *            | 1,804                   |
|                               | GM Financial Consumer Automobile Receivables Trust, 3.71%, due 12/16/2027        |                                                 | *            | 395                     |
|                               | GMF Floorplan Owner Revolving Trust, 0.69%, due 10/15/2025                       |                                                 | *            | 3,343                   |
|                               | Goldman Sachs Group Inc, 3.50%, due 4/1/2025                                     |                                                 | *            | 1,924                   |
|                               | Goldman Sachs Group Inc, 3.50%, due 11/16/2026                                   |                                                 | *            | 2,020                   |
|                               | Govt Natl Mortgage Assoc, 1.00%, due 10/20/2034                                  |                                                 | *            | 2,445                   |
|                               | Govt Natl Mortgage Assoc, 1.75%, due 11/20/2050                                  |                                                 | *            | 2,893                   |
|                               | Govt Natl Mortgage Assoc, 2.00%, due 3/20/2035                                   |                                                 | *            | 1,888                   |
|                               | Govt Natl Mortgage Assoc, 2.00%, due 3/20/2042                                   |                                                 | *            | 500                     |
|                               | Govt Natl Mortgage Assoc, 2.50%, due 7/20/2042                                   |                                                 | *            | 2,357                   |
|                               | Govt Natl Mortgage Assoc, 2.50%, due 5/20/2043                                   |                                                 | *            | 1,403                   |
|                               | Govt Natl Mortgage Assoc, 2.50%, due 9/20/2043                                   |                                                 | *            | 2,520                   |
|                               | Govt Natl Mortgage Assoc, 3.00%, due 11/20/2048                                  |                                                 | *            | 7,054                   |
|                               | Govt Natl Mortgage Assoc, 3.50%, due 8/16/2039                                   |                                                 | *            | 576                     |
|                               | Govt Natl Mortgage Assoc, 3.50%, due 11/20/2044                                  |                                                 | *            | 6,133                   |
|                               | Govt Natl Mortgage Assoc, 4.00%, due 1/20/2039                                   |                                                 | *            | 4,550                   |
|                               | Govt Natl Mortgage Assoc, 5.00%, due 10/1/2052                                   |                                                 | *            | 3,404                   |
|                               | Govt Natl Mortgage Assoc, 6.00%, due 10/15/2052                                  |                                                 | *            | 1,457                   |
|                               | GS Mortgage Securities Trust 2017-GS6, 3.16%, due 5/10/2050                      |                                                 | *            | 3,043                   |
|                               | GS Mortgage Securities Trust 2019-GC42, 2.75%, due 9/1/2052                      |                                                 | *            | 1,655                   |
|                               | Healthcare Realty Holdings LP, 3.50%, due 8/1/2026                               |                                                 | *            | 856                     |
|                               | Hewlett Packard Enterprise, 1.75%, due 4/1/2026                                  |                                                 | *            | 403                     |
|                               | Home Depot, Inc. (The), 2.80%, due 9/14/2027                                     |                                                 | *            | 2,504                   |
|                               | Hyundai Auto Receivables Trust 2020-C, 0.49%, due 11/16/2026                     |                                                 | *            | 2,997                   |
|                               | Hyundai Auto Receivables Trust 2021-C, 0.74%, due 5/15/2026                      |                                                 | *            | 960                     |
|                               | Hyundai Auto Receivables Trust, 2.22%, due 10/15/2026                            |                                                 | *            | 5,841                   |
|                               | Hyundai Auto Receivables Trust, 3.80%, due 8/15/2028                             |                                                 | *            | 776                     |
|                               | Hyundai Auto Receivables Trust, 5.52%, due 10/16/2028                            |                                                 | *            | 1,628                   |
|                               | Illumina, Inc., 5.75%, due 12/13/2027                                            |                                                 | *            | 474                     |

**MARY KAY INC. PROFIT SHARING AND 401(k) PLAN**  
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|-------------------------------|----------------------------------------------------------------------------|-------------------------------------------------|--------------|-------------------------|
|                               | ING Group, 3.55%, due 4/9/2024                                             |                                                 | *            | \$ 2,285                |
|                               | Intercontinental Exchange, Inc., 4.00%, due 9/15/2027                      |                                                 | *            | 1,515                   |
|                               | Jackson Financial Inc, 1.13%, due 11/22/2023                               |                                                 | *            | 1,206                   |
|                               | John Deere Capital Corp, 2.80%, due 3/6/2023                               |                                                 | *            | 498                     |
|                               | John Deere Capital Corp, 3.65%, due 10/12/2023                             |                                                 | *            | 1,239                   |
|                               | John Deere Owner Trust, 0.36%, due 9/15/2025                               |                                                 | *            | 2,493                   |
|                               | John Deere Owner Trust, 0.51%, due 11/15/2024                              |                                                 | *            | 625                     |
|                               | John Deere Owner Trust, 0.62%, due 12/15/2027                              |                                                 | *            | 413                     |
|                               | John Deere Owner Trust, 2.32%, due 9/16/2026                               |                                                 | *            | 4,757                   |
|                               | John Deere Owner Trust, 3.74%, due 2/16/2027                               |                                                 | *            | 3,525                   |
|                               | JPMorgan Chase & Co, 2.08%, due 4/22/2026                                  |                                                 | *            | 1,847                   |
|                               | JPMorgan Chase & Co, 4.45%, due 12/5/2029                                  |                                                 | *            | 2,573                   |
|                               | Keurig Dr Pepper Inc, 3.20%, due 5/1/2030                                  |                                                 | *            | 762                     |
|                               | KeyBank NA, 4.15%, due 8/8/2025                                            |                                                 | *            | 648                     |
|                               | Kinder Morgan Inc/DE, 4.30%, due 6/1/2025                                  |                                                 | *            | 1,562                   |
|                               | LCM 37 Ltd., 5.34%, due 4/15/2034                                          |                                                 | *            | 2,445                   |
|                               | Lennar Corp., 4.50%, due 4/30/2024                                         |                                                 | *            | 1,158                   |
|                               | Lincoln National Corp, 3.80%, due 3/1/2028                                 |                                                 | *            | 915                     |
|                               | Lloyds Banking Group PLC, 1.63%, due 5/11/2027                             |                                                 | *            | 1,001                   |
|                               | Lowe's Cos, Inc., 1.70%, due 9/15/2028                                     |                                                 | *            | 2,181                   |
|                               | Marriott International Inc/MD, 5.75%, due 5/1/2025                         |                                                 | *            | 1,312                   |
|                               | Massachusetts ST SCH, 2.08%, due 10/15/2023                                |                                                 | *            | 707                     |
|                               | Massachusetts ST WTR, 1.77%, due 8/1/2023                                  |                                                 | *            | 369                     |
|                               | McDonald's Corp, 3.30%, due 7/1/2025                                       |                                                 | *            | 2,389                   |
|                               | Mercedes-Benz Auto Lease Trust, 0.40%, due 11/15/2024                      |                                                 | *            | 4,090                   |
|                               | Mercedes-Benz Finance North America LLC, 3.30%, due 5/19/2025              |                                                 | *            | 958                     |
|                               | Merck & Co Inc, 2.90%, due 3/7/2024                                        |                                                 | *            | 587                     |
|                               | Meta Platforms, Inc., 3.50%, due 8/15/2027                                 |                                                 | *            | 2,248                   |
|                               | MMAF Equipment Finance LLC, 2.01%, due 12/12/2024                          |                                                 | *            | 677                     |
|                               | Mondelez International, Inc., 2.63%, due 3/17/2027                         |                                                 | *            | 756                     |
|                               | Morgan Stanley BAML Trust, 3.04%, due 4/15/2048                            |                                                 | *            | 2,626                   |
|                               | Morgan Stanley BAML Trust, 3.45%, due 7/15/2050                            |                                                 | *            | 1,657                   |
|                               | Morgan Stanley BAML Trust, 3.56%, due 11/15/2046                           |                                                 | *            | 334                     |
|                               | Morgan Stanley, 3.62%, due 4/1/2031                                        |                                                 | *            | 1,643                   |
|                               | Morgan Stanley, 3.63%, due 1/20/2027                                       |                                                 | *            | 1,546                   |
|                               | Morgan Stanley, 3.75%, due 2/25/2023                                       |                                                 | *            | 1,027                   |
|                               | MPLX LP, 4.13%, due 3/1/2027                                               |                                                 | *            | 808                     |
|                               | National Rural Utilities Cooperative Finance Corp., 5.45%, due 10/30/2025  |                                                 | *            | 2,658                   |
|                               | Nationwide Wrapper Contract                                                |                                                 | *            | -                       |
|                               | NatWest Group PLC, 1.64%, due 6/14/2027                                    |                                                 | *            | 430                     |
|                               | Neuberger Berman Loan Advisers CLO 49 Ltd., 5.48%, due 7/25/2034           |                                                 | *            | 2,458                   |
|                               | NextEra Energy Capital Holdings, Inc., 4.26%, due 9/1/2024                 |                                                 | *            | 387                     |
|                               | Nissan Auto Lease Trust, 3.81%, due 5/15/2025                              |                                                 | *            | 6,446                   |
|                               | Nissan Auto Rec OT, 1.38%, due 12/16/2024                                  |                                                 | *            | 3,083                   |
|                               | Nissan Auto Rec OT, 1.86%, due 8/17/2026                                   |                                                 | *            | 2,148                   |
|                               | Nissan Auto Rec OT, 4.46%, due 5/17/2027                                   |                                                 | *            | 670                     |
|                               | Northern Trust Collective 1-10 Year Intermediate Credit Bond Index Fund    |                                                 | *            | 97,798                  |
|                               | Northern Trust Collective Asset-Backed Securities Bond Index Fund          |                                                 | *            | 165,455                 |
|                               | Northern Trust Collective Commercial Mortgage-Backed Securities Index Fund |                                                 | *            | 64,661                  |
|                               | Northern Trust Collective Daily 1-5 Year Credit Bond Index Fund            |                                                 | *            | 258,939                 |
|                               | Northern Trust Collective Mortgage-Backed Securities Index Fund            |                                                 | *            | 185,496                 |
|                               | Northern Trust Collective Short Term Government Bond Index Fund            |                                                 | *            | 261,130                 |
|                               | NRG Energy Inc, 2.45%, due 12/2/2027                                       |                                                 | *            | 1,535                   |
|                               | Nutrien Ltd, 1.90%, due 5/13/2023                                          |                                                 | *            | 295                     |
|                               | O'Reilly Automotive Inc, 1.75%, due 3/15/2031                              |                                                 | *            | 873                     |
|                               | O'Reilly Automotive Inc, 3.60%, due 9/1/2027                               |                                                 | *            | 1,536                   |
|                               | Oracle Corp., 1.65%, due 3/25/2026                                         |                                                 | *            | 2,289                   |
|                               | Oscar 2018-1A A4, 3.50%, due 5/12/2025                                     |                                                 | *            | 96                      |
|                               | Oscar 2018-2A A4, 3.63%, due 9/10/2025                                     |                                                 | *            | 332                     |
|                               | Oscar 2019-2A A4, 2.68%, due 9/10/2026                                     |                                                 | *            | 1,624                   |
|                               | Oscar US Funding, 1.00%, due 4/10/2028                                     |                                                 | *            | 1,230                   |
|                               | Pacific Life Global Funding II, 1.38%, due 4/14/2026                       |                                                 | *            | 2,370                   |
|                               | Pacific Life Wrapper Contract                                              |                                                 | *            | -                       |
|                               | Paypal, 1.65%, due 6/1/2025                                                |                                                 | *            | 633                     |
|                               | Paypal, 2.40%, due 10/1/2024                                               |                                                 | *            | 681                     |
|                               | PenFed Auto Receivables Owner Trust, 3.96%, due 4/15/2026                  |                                                 | *            | 1,171                   |
|                               | Pfizer Inc, 2.95%, due 3/15/2024                                           |                                                 | *            | 244                     |
|                               | Pfizer Inc, 3.20%, due 9/15/2023                                           |                                                 | *            | 247                     |
|                               | Philip Morris Intl Inc, 5.13%, due 11/17/2027                              |                                                 | *            | 1,008                   |
|                               | PNC Financial Services Group, 1.15%, due 8/13/2026                         |                                                 | *            | 1,258                   |
|                               | PNC Financial Services Group, 5.67%, due 10/28/2025                        |                                                 | *            | 1,851                   |
|                               | Principal Life Global Funding II, 1.38%, due 1/10/2025                     |                                                 | *            | 2,344                   |
|                               | Prudential Core Conservative Intermediate Bond Fund                        |                                                 | *            | 196,025                 |
|                               | Prudential Short Duration Core Bond Fund                                   |                                                 | *            | 316,673                 |

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|-------------------------------|----------------------------------------------------------------------------------------|-------------------------------------------------|--------------|------------------------------|
|                               | PSNH Funding LLC, 3.09%, due 2/1/2026                                                  |                                                 | *            | \$ 852                       |
|                               | Public Storage, 1.50%, due 11/9/2026                                                   |                                                 | *            | 651                          |
|                               | Raytheon Technologies Corp, 4.13%, due 11/16/2028                                      |                                                 | *            | 2,102                        |
|                               | Realty Income Corp, 2.20%, due 6/15/2028                                               |                                                 | *            | 640                          |
|                               | Reedy Creek Improvement District, 1.77%, due 6/1/2015                                  |                                                 | *            | 298                          |
|                               | Republic of Italy Government International Bond, 2.38%, due 10/17/2024                 |                                                 | *            | 820                          |
|                               | Republic Services Inc, 2.50%, due 8/15/2024                                            |                                                 | *            | 1,919                        |
|                               | Santander Drive Auto Receivables Trust, 0.60%, due 12/15/2025                          |                                                 | *            | 2,004                        |
|                               | Santander Drive Auto Receivables Trust, 4.43%, due 3/15/2027                           |                                                 | *            | 675                          |
|                               | Sealed Air Corp, 1.57%, due 10/15/2026                                                 |                                                 | *            | 1,752                        |
|                               | ServiceNow Inc, 1.40%, due 9/1/2030                                                    |                                                 | *            | 861                          |
|                               | Sherwin-Williams Co, 2.30%, due 5/15/2030                                              |                                                 | *            | 236                          |
|                               | Sherwin-Williams Co, 4.05%, due 8/8/2024                                               |                                                 | *            | 228                          |
|                               | Spirit Realty LP, 3.40%, due 1/15/2030                                                 |                                                 | *            | 616                          |
|                               | State of Connecticut, 2.10%, due 7/1/2025                                              |                                                 | *            | 177                          |
|                               | State of Wisconsin, 1.75%, due 5/1/2023                                                |                                                 | *            | 345                          |
|                               | Stellantis Finance US Inc, 1.71%, due 1/29/2027                                        |                                                 | *            | 1,642                        |
|                               | Takeda Pharmaceutical, 2.05%, due 3/31/2030                                            |                                                 | *            | 878                          |
|                               | T-Mobile US, Inc, 1.50%, due 2/15/2026                                                 |                                                 | *            | 939                          |
|                               | T-Mobile US, Inc, 3.50%, due 4/15/2025                                                 |                                                 | *            | 973                          |
|                               | Toyota Auto Receivables 2020-B, 1.36%, due 8/15/2024                                   |                                                 | *            | 220                          |
|                               | Toyota Auto Receivables 2020-C, 0.44%, due 10/15/2024                                  |                                                 | *            | 751                          |
|                               | Toyota Auto Receivables OT, 5.30%, due 9/15/2027                                       |                                                 | *            | 2,498                        |
|                               | Truist Fin Corp, 3.70%, due 6/5/2025                                                   |                                                 | *            | 1,112                        |
|                               | Truist Fin Corp, 4.12%, due 6/6/2028                                                   |                                                 | *            | 1,520                        |
|                               | TSMC Arizona Corp, 1.75%, due 10/25/2026                                               |                                                 | *            | 522                          |
|                               | UBS Comm Mortgage Trust, 3.00%, due 8/15/2050                                          |                                                 | *            | 293                          |
|                               | Union Pacific Corp., 3.95%, due 9/10/2028                                              |                                                 | *            | 2,529                        |
|                               | United Health Group Inc, 2.38%, due 8/15/2024                                          |                                                 | *            | 1,347                        |
|                               | United Health Group Inc, 3.75%, due 7/15/2025                                          |                                                 | *            | 506                          |
|                               | US Treasury Bill, 3.30%, due 1/24/2023                                                 |                                                 | *            | 10,380                       |
|                               | US Treasury Bill, 3.38%, due 1/26/2023                                                 |                                                 | *            | 15,814                       |
|                               | US Treasury Note, 0.38%, due 8/15/2024                                                 |                                                 | *            | 3,348                        |
|                               | US Treasury Note, 0.50%, due 5/31/2027                                                 |                                                 | *            | 27,955                       |
|                               | US Treasury Note, 0.88%, due 1/31/2024                                                 |                                                 | *            | 14,400                       |
|                               | US Treasury Note, 1.13%, due 1/15/2025                                                 |                                                 | *            | 7,695                        |
|                               | US Treasury Note, 1.13%, due 10/31/2026                                                |                                                 | *            | 8,806                        |
|                               | US Treasury Note, 1.50%, due 2/15/2025                                                 |                                                 | *            | 1,002                        |
|                               | US Treasury Note, 2.13%, due 3/31/2024                                                 |                                                 | *            | 30,655                       |
|                               | US Treasury Note, 2.75%, due 5/15/2025                                                 |                                                 | *            | 8,204                        |
|                               | US Treasury Note, 2.75%, due 4/30/2027                                                 |                                                 | *            | 25,632                       |
|                               | USAA Capital Corp, 1.50%, due 5/1/2023                                                 |                                                 | *            | 369                          |
|                               | Verizon Communications, 2.10%, due 3/22/2028                                           |                                                 | *            | 2,201                        |
|                               | Verizon Communications, 4.02%, due 12/3/2029                                           |                                                 | *            | 887                          |
|                               | Verizon Master Trust, 3.64%, due 11/20/2028                                            |                                                 | *            | 1,744                        |
|                               | Verizon Master Trust, 3.72%, due 7/20/2027                                             |                                                 | *            | 664                          |
|                               | Verizon Owner Trust, 0.41%, due 4/21/2025                                              |                                                 | *            | 1,638                        |
|                               | Verizon Owner Trust, 1.94%, due 4/22/2024                                              |                                                 | *            | 28                           |
|                               | Viatris Inc, 1.65%, due 6/22/2025                                                      |                                                 | *            | 426                          |
|                               | Visa Inc, 3.15%, due 12/14/2025                                                        |                                                 | *            | 2,512                        |
|                               | VMware Inc, 3.90%, due 8/21/2027                                                       |                                                 | *            | 2,115                        |
|                               | Volkswagen Auto Lease Trust, 3.44%, due 7/21/2025                                      |                                                 | *            | 323                          |
|                               | Volkswagen Auto Loan Enhanced Trust 2021-1, 1.26%, due 10/20/2028                      |                                                 | *            | 804                          |
|                               | Volkswagen Group America, 1.25%, due 11/24/2025                                        |                                                 | *            | 1,549                        |
|                               | Walt Disney Co, 2.00%, due 9/1/2029                                                    |                                                 | *            | 1,501                        |
|                               | Waste Management Inc, 2.00%, due 6/1/2029                                              |                                                 | *            | 506                          |
|                               | Waste Management Inc, 3.15%, due 11/15/2027                                            |                                                 | *            | 1,534                        |
|                               | Wells Fargo & Co, 3.00%, due 2/19/2025                                                 |                                                 | *            | 1,201                        |
|                               | Wells Fargo & Co, 3.75%, due 1/24/2024                                                 |                                                 | *            | 1,242                        |
|                               | Wells Fargo Comm Mortgage, 3.15%, due 12/15/2047                                       |                                                 | *            | 564                          |
|                               | WFRBS13-C17 ASB, 3.56%, due 12/15/2046                                                 |                                                 | *            | 74                           |
|                               | Wisconsin Public Service Corp., 5.35%, due 11/10/2025                                  |                                                 | *            | 912                          |
|                               | World Omni Auto Receivables 2020-C, 0.48%, due 11/17/2025                              |                                                 | *            | 1,086                        |
|                               | World Omni Auto Receivables 2021-D, 0.81%, due 10/15/2026                              |                                                 | *            | 1,337                        |
|                               | World Omni Auto Receivables, 1.66%, due 5/17/2027                                      |                                                 | *            | 1,236                        |
|                               | World Omni Auto Receivables, 3.25%, due 7/15/2027                                      |                                                 | *            | 1,147                        |
|                               | The Bank of New York Mellon Collective Trust Government Short Term Investment Fund (d) |                                                 | *            | 178,773                      |
|                               | Insurance Company Separate Accounts - 11.50% New York Life                             |                                                 | *            | 460,807                      |
|                               | <b>Total Common/Collective Funds</b>                                                   |                                                 |              | <b><u>\$ 134,494,625</u></b> |
|                               | <b>Pooled Separate Accounts</b>                                                        |                                                 |              |                              |
|                               | New York Life Anchor Acct III                                                          |                                                 | *            | \$ 31,479,412                |
|                               | <b>Total Pooled Separate Accounts</b>                                                  |                                                 |              | <b><u>\$ 31,479,412</u></b>  |

MARY KAY INC. PROFIT SHARING AND 401(k) PLAN  
FORM 5500, SCHEDULE H, LINE 4(i) - SCHEDULE OF ASSETS (HELD AT END OF YEAR)  
As of December 31, 2022

EIN: 75-1151701  
Plan #: 001

| (a)<br>Party In | (b)<br>Identity of issue, borrower, lessor, or similar party       | (c)<br>Description of<br>investment<br>(shares) | (d)<br>Cost* | (e)<br>Current<br>Value      |
|-----------------|--------------------------------------------------------------------|-------------------------------------------------|--------------|------------------------------|
| Interest**      |                                                                    |                                                 |              |                              |
|                 | <b>Registered Investment Companies</b>                             |                                                 |              |                              |
|                 | American Century Ultra-Inv                                         |                                                 | *            | \$ 11,025,917                |
|                 | American Funds Washington Mutual-A                                 |                                                 | *            | 16,121,647                   |
|                 | JPMorgan Large Cap Growth-R6                                       |                                                 | *            | 28,707,775                   |
|                 | T Rowe Price Small-Cap Value                                       |                                                 | *            | 19,881,254                   |
|                 | Vanguard Intermediate-Term Bond Index-Inst                         |                                                 | *            | 7,348,220                    |
|                 | American Funds EuroPacific GR R4                                   |                                                 | *            | 11,998,216                   |
|                 | Janus Henderson Enterprise I                                       |                                                 | *            | 9,142,430                    |
|                 | Vanguard Institutional Index Fund                                  |                                                 | *            | 24,153,061                   |
|                 | Vanguard FTSE Social Index Admiral                                 |                                                 | *            | 2,310,150                    |
|                 | VANGUARD TARGET RETIREMENT 2020 INV                                |                                                 | *            | 6,286,280                    |
|                 | VANGUARD TARGET RETIREMENT 2025 INV                                |                                                 | *            | 12,199,256                   |
|                 | VANGUARD TARGET RETIREMENT 2030 INV                                |                                                 | *            | 16,914,027                   |
|                 | VANGUARD TARGET RETIREMENT 2035 INV                                |                                                 | *            | 22,434,352                   |
|                 | VANGUARD TARGET RETIREMENT 2040 INV                                |                                                 | *            | 14,080,575                   |
|                 | VANGUARD TARGET RETIREMENT 2045 INV                                |                                                 | *            | 10,735,027                   |
|                 | VANGUARD TARGET RETIREMENT 2050 INV                                |                                                 | *            | 7,437,322                    |
|                 | VANGUARD TARGET RETIREMENT 2055 INV                                |                                                 | *            | 3,909,873                    |
|                 | VANGUARD TRGT RETIRE 2060 INV                                      |                                                 | *            | 1,504,739                    |
|                 | VANGUARD TRGT RETIRE 2065 INV                                      |                                                 | *            | 413,233                      |
|                 | VANGUARD TARGET RETIREMENT 2070 INV                                |                                                 | *            | 2,011                        |
|                 | Vanguard Target Retirement Income Inv                              |                                                 | *            | 9,355,763                    |
|                 | LAZARD EMERG MKT EQY-INST MUTUAL FUND                              | 92,105                                          | 1,628,081    | 1,341,976                    |
|                 | VANGUARD INSTITUTIONAL INDEX FUND                                  | 157,357                                         | 36,792,645   | 50,610,839                   |
|                 | <b>Total Registered Investment Companies</b>                       |                                                 |              | <b><u>\$ 287,913,943</u></b> |
|                 | <b>Other Assets</b>                                                |                                                 |              |                              |
|                 | BUCKEYE OH TOBACCO MUNICIPAL REVENUE BONDS Semi Annual 1.71 6/1/24 | 685,000                                         | \$ 685,000   | \$ 652,046                   |
|                 | NEW JERSEY ECONOMIC DEV REVENUE BONDS Semi Annual 7.43 2/15/29     | 715,000                                         | 902,623      | 769,699                      |
|                 | <b>Total Other Assets</b>                                          |                                                 |              | <b><u>\$ 1,421,745</u></b>   |
|                 | <b>Total Assets</b>                                                |                                                 |              | <b><u>\$ 702,864,841</u></b> |

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

\* Cost omitted for participant directed investments