

Form 5500 Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Annual Return/Report of Employee Benefit Plan This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code). ▶ Complete all entries in accordance with the instructions to the Form 5500.	OMB Nos. 1210-0110 1210-0089 2023 This Form is Open to Public Inspection
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Part I	Annual Report Identification Information
For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023	
A	This return/report is for: ☐ a multiemployer plan ☐ a multiple-employer plan (Filers checking this box must provide participating employer information in accordance with the form instructions.) ☒ a single-employer plan ☐ a DFE (specify) _____ ☐ the first return/report ☐ the final return/report ☐ an amended return/report ☐ a short plan year return/report (less than 12 months)
C	If the plan is a collectively-bargained plan, check here. ▶ ☐
D	Check box if filing under: ☒ Form 5558 ☐ automatic extension ☐ the DFVC program ☐ special extension (enter description)
E	If this is a retroactively adopted plan permitted by SECURE Act section 201, check here. ▶ ☐

Part II	Basic Plan Information—enter all requested information	
1a	Name of plan MARY KAY INC. PROFIT SHARING AND 401(K) PLAN	1b Three-digit plan number (PN) ▶ 001
		1c Effective date of plan 12/03/1965
2a	Plan sponsor's name (employer, if for a single-employer plan) Mailing address (include room, apt., suite no. and street, or P.O. Box) City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions) MARY KAY INC. 16251 DALLAS PARKWAY ADDISON, TX 75001	2b Employer Identification Number (EIN) 75-1151701
		2c Plan Sponsor's telephone number 972-687-6300
		2d Business code (see instructions) 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.	09/05/2024	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

3a Plan administrator's name and address ☒ Same as Plan Sponsor	3b Administrator's EIN 3c Administrator's telephone number
4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report: a Sponsor's name c Plan Name	4b EIN 4d PN
5 Total number of participants at the beginning of the plan year	5 2347
6 Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines 6a(1) , 6a(2) , 6b , 6c , and 6d). a(1) Total number of active participants at the beginning of the plan year a(2) Total number of active participants at the end of the plan year b Retired or separated participants receiving benefits c Other retired or separated participants entitled to future benefits d Subtotal. Add lines 6a(2) , 6b , and 6c e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits. f Total. Add lines 6d and 6e g(1) Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item) g(2) Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item) h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested	6a(1) 1770 6a(2) 1642 6b 14 6c 571 6d 2227 6e 12 6f 2239 6g(1) 2332 6g(2) 2216 6h 31
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	7

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

2E 2H 2J 2K 2S 2T 3H

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

9a Plan funding arrangement (check all that apply) (1) ☒ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor	9b Plan benefit arrangement (check all that apply) (1) ☒ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor
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10 Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)

a Pension Schedules

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

b General Schedules

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

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

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

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

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

11c Enter the Receipt Confirmation Code for the 2023 Form M-1 annual report. If the plan was not required to file the 2023 Form M-1 annual report, enter the Receipt Confirmation Code for the most recent Form M-1 that was required to be filed under the Form M-1 filing requirements. (Failure to enter a valid Receipt Confirmation Code will subject the Form 5500 filing to rejection as incomplete.)

Receipt Confirmation Code _____

SCHEDULE A (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Insurance Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ File as an attachment to Form 5500. ▶ Insurance companies are required to provide the information pursuant to ERISA section 103(a)(2).	OMB No. 1210-0110 2023 This Form is Open to Public Inspection
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For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023		
A Name of plan	B Three-digit plan number (PN)	001
MARY KAY INC. PROFIT SHARING AND 401(K) PLAN		
C Plan sponsor's name as shown on line 2a of Form 5500	D Employer Identification Number (EIN)	
MARY KAY INC. 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.
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1 Coverage Information:

(a) Name of insurance carrier
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	125	01/01/2023	12/31/2023

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.

4 Current value of plan's interest under this contract in the general account at year end	4	0
5 Current value of plan's interest under this contract in separate accounts at year end.....	5	28118416

6 Contracts With Allocated Funds:**a** State the basis of premium rates ▶**b** Premiums paid to carrier**6b****c** Premiums due but unpaid at the end of the year.....**6c****d** 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.**6d**

Specify nature of costs ▶

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** Balance at the end of the previous year**7b****0****c** Additions: (1) Contributions deposited during the year**7c(1)**

(2) Dividends and credits

7c(2)

(3) Interest credited during the year

7c(3)

(4) Transferred from separate account.....

7c(4)

(5) Other (specify below)

7c(5)

▶

(6) Total additions.....

7c(6)**0****d** Total of balance and additions (add lines **7b** and **7c(6)**)**7d****0****e** Deductions:

(1) Disbursed from fund to pay benefits or purchase annuities during year

7e(1)

(2) Administration charge made by carrier

7e(2)

(3) Transferred to separate account.....

7e(3)

(4) Other (specify below)

7e(4)

▶

(5) Total deductions.....

7e(5)**0****f** Balance at the end of the current year (subtract line **7e(5)** from line **7d**)**7f****0**

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:

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

10 Nonexperience-rated contracts:

a Total premiums or subscription charges paid to carrier	10a	
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	10b	

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. ▶

SCHEDULE A (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Insurance Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ File as an attachment to Form 5500. ▶ Insurance companies are required to provide the information pursuant to ERISA section 103(a)(2).	OMB No. 1210-0110 2023 This Form is Open to Public Inspection
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For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023		
A Name of plan 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 MARY KAY INC.	D Employer Identification Number (EIN) 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.
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1 Coverage Information:

(a) Name of insurance carrier
EMPOWER ANNUITY 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
06-1050034	93629	150161-01	473	01/01/2023	12/31/2023

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.

4 Current value of plan's interest under this contract in the general account at year end	4	0
5 Current value of plan's interest under this contract in separate accounts at year end.....	5	36420854

6 Contracts With Allocated Funds:**a** State the basis of premium rates ▶**b** Premiums paid to carrier**6b****c** Premiums due but unpaid at the end of the year.....**6c****d** 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.**6d**

Specify nature of costs ▶

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** Balance at the end of the previous year**7b**

0

c Additions: (1) Contributions deposited during the year**7c(1)**

(2) Dividends and credits

7c(2)

(3) Interest credited during the year

7c(3)

(4) Transferred from separate account.....

7c(4)

(5) Other (specify below)

7c(5)

▶

(6) Total additions.....

7c(6)

0

d Total of balance and additions (add lines **7b** and **7c(6)**)**7d**

0

e Deductions:

(1) Disbursed from fund to pay benefits or purchase annuities during year

7e(1)

(2) Administration charge made by carrier

7e(2)

(3) Transferred to separate account.....

7e(3)

(4) Other (specify below)

7e(4)

▶

(5) Total deductions.....

7e(5)

0

f Balance at the end of the current year (subtract line **7e(5)** from line **7d**)**7f**

0

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:

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

10 Nonexperience-rated contracts:

a Total premiums or subscription charges paid to carrier	10a	
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	10b	

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. ▶

SCHEDULE C (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Service Provider Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110
		2023
		This Form is Open to Public Inspection.

For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023

A Name of plan 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 MARY KAY INC.	D Employer Identification Number (EIN) 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

x

 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

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(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

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) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
27 50	INVESTMENT MANAGER	293985	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

LAZARD ASSET MANAGEMENT

13-5545100

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
27 50	INVESTMENT MANAGER	280193	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

EMPOWER RETIREMENT

8515 EAST ORCHARD ROAD
GREENWOOD VILLAGE, CO 80111

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
15	RECORDKEEPER	178509	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
27 50	INVESTMENT MANAGER	165790	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

LOOMIS, SAYLES & COMPANY, L.P.

PO BOX 7247-6804
PHILADELPHIA, PA 19170-6804

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
27 50	INVESTMENT MANAGER	143611	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

MORGAN STANLEY

12-2919773

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
16	CONSULTANT	118750	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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)

FRONTIER CAPITAL MANAGEMENT

04-3492668

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
27 50	INVESTMENT MANAGER	97934	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

WHITLEY PENN LLP

75-2393478

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
10	AUDITOR	38340	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

EMPOWER PLAN SERVICES, LLC

84-0467907

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
15 37 50 64	PLAN ADMINISTRATOR	22664	Yes ☒ No ☐	Yes ☒ No ☐	0	Yes ☒ No ☐

Part I Service Provider Information (continued)

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

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
EMPOWER PLAN SERVICES, 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 INDIANAPOLIS, IL 46206	12B-1 FEE @ 0.25%	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
EMPOWER PLAN SERVICES, 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 INDIANAPOLIS, IN 46206	12B-1 FEE @ 0.25%	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	

Part II Service Providers Who Fail or Refuse to Provide Information

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

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

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

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

SCHEDULE D (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration	DFE/Participating Plan Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ► File as an attachment to Form 5500.	OMB No. 1210-0110 2023 This Form is Open to Public Inspection.
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For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023

A Name of plan <u>MARY KAY INC. PROFIT SHARING AND 401(K) PLAN</u>	B Three-digit plan number (PN)	<u>001</u>
C Plan or DFE sponsor's name as shown on line 2a of Form 5500 <u>MARY KAY INC.</u>	D Employer Identification Number (EIN) <u>75-1151701</u>	

Part I	Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs) (Complete as many entries as needed to report all interests in DFEs)
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a Name of MTIA, CCT, PSA, or 103-12 IE: <u>MELLON STABLE VALUE FUND</u>				
b Name of sponsor of entity listed in (a): <u>MELLON BANK</u>				
c EIN-PN <u>11-3152987-000</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>3391216</u>		
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>NEW YORK LIFE ANCHOR FD PSA 25</u>				
b Name of sponsor of entity listed in (a): <u>NEW YORK LIFE INSURANCE CO</u>				
c EIN-PN <u>13-5582869-125</u>	d Entity code <u>P</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>26118416</u>		
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>CIF II INTERNATIONAL QUALITY GROWTH</u>				
b Name of sponsor of entity listed in (a): <u>WELLINGTON TRUST COMPANY</u>				
c EIN-PN <u>04-6913417-153</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>26140358</u>		
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>INTERCONTINENTAL ENHANCED CORE U.S.</u>				
b Name of sponsor of entity listed in (a): <u>GLOBAL TRUST COMPANY</u>				
c EIN-PN <u>35-7161136-001</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>10239762</u>		
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>BGO DAILY VALUE FUND</u>				
b Name of sponsor of entity listed in (a): <u>NEWTOWER TRUST COMPANY</u>				
c EIN-PN <u>83-6177544-001</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>9678381</u>		
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>WILMINGTON TRUST CIT LORD ABBETT SM</u>				
b Name of sponsor of entity listed in (a): <u>WILMINGTON TRUST, N.A.</u>				
c EIN-PN <u>38-4139856-634</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>12892487</u>		
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>TCW MULTIPLE INVESTMENT TRUST</u>				
b Name of sponsor of entity listed in (a): <u>SEI TRUST COMPANY</u>				
c EIN-PN <u>26-3015340-030</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>27416917</u>		

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**

c EIN-PN 82-6571037-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 27329500
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a Name of MTIA, CCT, PSA, or 103-12 IE: **LARGE CAP GROWTH / JPMORGAN**

b Name of sponsor of entity listed in (a): **EMPOWER ANNUITY INSURANCE COMPANY**

c EIN-PN 06-1050034-141	d Entity code P	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 36420854
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a Name of MTIA, CCT, PSA, or 103-12 IE:

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
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Part II **Information on Participating Plans (to be completed by DFEs, other than DCGs)**

(Complete as many entries as needed to report all participating plans. DCGs must report each participating plan using Schedule DCG.)

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

SCHEDULE H (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Financial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code). ► File as an attachment to Form 5500.	OMB No. 1210-0110
		2023
		This Form is Open to Public Inspection

For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023		
A Name of plan 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 MARY KAY INC.	D Employer Identification Number (EIN) 75-1151701	

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

Assets		(a) Beginning of Year	(b) End of Year
a Total noninterest-bearing cash	1a	0	0
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)	8775869	7965587
(2) Participant contributions	1b(2)		
(3) Other	1b(3)	1303258	3931224
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)	17174864	18041875
(2) U.S. Government securities	1c(2)	55617374	69223693
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)	21873398	15819661
(B) All other	1c(3)(B)	61061085	57535688
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)		
(B) Common	1c(4)(B)	86790610	89665190
(5) Partnership/joint venture interests	1c(5)		
(6) Real estate (other than employer real property)	1c(6)		
(7) Loans (other than to participants)	1c(7)		
(8) Participant loans	1c(8)	5765189	6191083
(9) Value of interest in common/collective trusts	1c(9)	133767219	116469268
(10) Value of interest in pooled separate accounts	1c(10)	31479412	64539270
(11) Value of interest in master trust investment accounts	1c(11)		
(12) Value of interest in 103-12 investment entities	1c(12)		
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)	287913945	318966218
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)	0	0
(15) Other	1c(15)	1421942	462950

1d Employer-related investments:		(a) Beginning of Year	(b) End of Year
(1) Employer securities	1d(1)		
(2) Employer real property	1d(2)		
e Buildings and other property used in plan operation	1e		
f Total assets (add all amounts in lines 1a through 1e)	1f	712944165	768811707
Liabilities			
g Benefit claims payable	1g		
h Operating payables	1h	287377	325118
i Acquisition indebtedness	1i		
j Other liabilities	1j	115650	3162020
k Total liabilities (add all amounts in lines 1g through 1j)	1k	403027	3487138
Net Assets			
l Net assets (subtract line 1k from line 1f)	1l	712541138	765324569

Part II Income and Expense Statement

2 Plan income, expenses, and changes in net assets for the year. Include all income and expenses of the plan, including any trust(s) or separately maintained fund(s) and any payments/receipts to/from insurance carriers. Round off amounts to the nearest dollar. MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 2a, 2b(1)(E), 2e, 2f, and 2g.

Income		(a) Amount	(b) Total
a Contributions:			
(1) Received or receivable in cash from: (A) Employers	2a(1)(A)	7965587	
(B) Participants	2a(1)(B)	14611654	
(C) Others (including rollovers)	2a(1)(C)	387819	
(2) Noncash contributions	2a(2)		
(3) Total contributions. Add lines 2a(1)(A) , (B) , (C) , and line 2a(2)	2a(3)		22965060
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)	804933	
(B) U.S. Government securities	2b(1)(B)	1753791	
(C) Corporate debt instruments	2b(1)(C)	2971946	
(D) Loans (other than to participants)	2b(1)(D)		
(E) Participant loans	2b(1)(E)	361232	
(F) Other	2b(1)(F)	0	
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		5891902
(2) Dividends: (A) Preferred stock	2b(2)(A)		
(B) Common stock	2b(2)(B)	1959920	
(C) Registered investment company shares (e.g. mutual funds)	2b(2)(C)	10030910	
(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)		11990830
(3) Rents	2b(3)		
(4) Net gain (loss) on sale of assets: (A) Aggregate proceeds	2b(4)(A)	3677243	
(B) Aggregate carrying amount (see instructions)	2b(4)(B)		
(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result	2b(4)(C)		3677243
(5) Unrealized appreciation (depreciation) of assets: (A) Real estate	2b(5)(A)	12396795	
(B) Other	2b(5)(B)		
(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B)	2b(5)(C)		

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts.....	2b(6)		17509541
(7) Net investment gain (loss) from pooled separate accounts.....	2b(7)		5430469
(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)		51016123
c Other income	2c		94663
d Total income. Add all income amounts in column (b) and enter total	2d		130972626

Expenses

e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	76713227	
(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)		76713227
f Corrective distributions (see instructions)	2f		174
g Certain deemed distributions of participant loans (see instructions)	2g		63957
h Interest expense	2h		
i Administrative expenses:			
(1) Salaries and allowances	2i(1)		
(2) Contract administrator fees.....	2i(2)	112103	
(3) Recordkeeping fees.....	2i(3)	190202	
(4) IQPA audit fees.....	2i(4)	38340	
(5) Investment advisory and investment management fees	2i(5)	866949	
(6) Bank or trust company trustee/custodial fees	2i(6)		
(7) Actuarial fees	2i(7)		
(8) Legal fees	2i(8)		
(9) Valuation/appraisal fees	2i(9)		
(10) Other trustee fees and expenses	2i(10)		
(11) Other expenses	2i(11)	204243	
(12) Total administrative expenses. Add lines 2i(1) through (11)	2i(12)		1411837
j Total expenses. Add all expense amounts in column (b) and enter total	2j		78189195

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d	2k		52783431
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** as part of Schedule H because:

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

Part IV Compliance Questions

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

During the plan year:

	Yes	No	Amount
a Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.)		☒	
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.)		☒	
c Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)		☒	
d Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)		☒	
e Was this plan covered by a fidelity bond?	☒		10000000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?		☒	
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?		☒	
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?		☒	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	☒		
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)	☒		
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?		☒	
l Has the plan failed to provide any benefit when due under the plan?		☒	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)		☒	
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.			

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

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

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

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

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

SCHEDULE R (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Retirement Plan Information This schedule is required to be filed under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110
		2023
		This Form is Open to Public Inspection.

For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023		
A Name of plan 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 MARY KAY INC.	D Employer Identification Number (EIN) 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): 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)?	☐ Yes	☐ No	☐ N/A
If the plan is a defined benefit plan, go to line 8.				
5	If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instructions and enter the date of the ruling letter granting the waiver. Date: Month _____ Day _____ Year _____ If you completed line 5, complete lines 3, 9, and 10 of Schedule MB and do not complete the remainder of this schedule.			
6	a Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived)	6a		
	b Enter the amount contributed by the employer to the plan for this plan year	6b		
	c Subtract the amount in line 6b from the amount in line 6a. Enter the result (enter a minus sign to the left of a negative amount)	6c		
If you completed line 6c, skip lines 8 and 9.				
7	Will the minimum funding amount reported on line 6c be met by the funding deadline?	☐ Yes	☐ No	☐ N/A
8	If a change in actuarial cost method was made for this plan year pursuant to a revenue procedure or other authority providing automatic approval for the change or a class ruling letter, does the plan sponsor or plan administrator agree with the change?	☐ Yes	☐ No	☐ N/A

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

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

Part IV	ESOPs (see instructions). If this is not a plan described under section 409(a) or 4975(e)(7) of the Internal Revenue Code, skip this Part.
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10	Were unallocated employer securities or proceeds from the sale of unallocated securities used to repay any exempt loan?	☐ Yes	☐ No
11	a Does the ESOP hold any preferred stock?	☐ Yes	☐ No
	b If the ESOP has an outstanding exempt loan with the employer as lender, is such loan part of a "back-to-back" loan? (See instructions for definition of "back-to-back" loan.)	☐ Yes	☐ No
12	Does the ESOP hold any stock that is not readily tradable on an established securities market?	☐ Yes	☐ No

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

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

a The current plan year. Check the box to indicate the counting method used to determine the number of inactive participants: ☐ last contributing employer ☐ alternative ☐ reasonable approximation (see instructions for required attachment)

14a

b The plan year immediately preceding the current plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment)

14b

c The second preceding plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment)

14c

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

a The corresponding number for the plan year immediately preceding the current plan year

15a

b The corresponding number for the second preceding plan year

15b

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

a Enter the number of employers who withdrew during the preceding plan year

16a

b If line 16a is greater than 0, enter the aggregate amount of withdrawal liability assessed or estimated to be assessed against such withdrawn employers

16b

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

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

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

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

a Enter the percentage of plan assets held as:

Public Equity: _____% Private Equity: _____% Investment-Grade Debt and Interest Rate Hedging Assets: _____%

High-Yield Debt: _____% Real Assets: _____% Cash or Cash Equivalents: _____% Other: _____%

b Provide the average duration of the Investment-Grade Debt and Interest Rate Hedging Assets:

☐ 0-5 years ☐ 5-10 years ☐ 10-15 years ☐ 15 years or more

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

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

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

☐ Yes.

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

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

☐ No. Other. Provide explanation. _____

Part VII IRS Compliance Questions

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

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

☐ Design-based safe harbor method

☐ "Prior year" ADP test

☐ "Current year" ADP test

☒ N/A

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

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

**FINANCIAL STATEMENTS
AND SUPPLEMENTAL SCHEDULES**

**Years Ended December 31, 2023 and 2022
with Report of Independent Auditors**

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

**FINANCIAL STATEMENTS
AND SUPPLEMENTAL SCHEDULES**

Years Ended December 31, 2023 and 2022

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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, 2023 and 2022, 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, 2023 and 2022, 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, 2023, 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 4, 2024

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

STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS

	December 31,	
	2023	2022
Assets		
Investments, at fair value	\$ 750,724,380	\$ 697,099,651
Receivables:		
Employer	7,965,587	8,775,869
Notes receivable from participants	6,555,634	6,151,651
Interest and dividends receivable	1,576,280	1,216,299
Due from broker for securities sold	2,354,375	87,156
Total receivables	<u>18,451,876</u>	<u>16,230,975</u>
Total assets	769,176,256	713,330,626
Liabilities		
Due to broker for securities purchased	3,162,020	115,650
Accrued expenses	325,118	287,375
Total liabilities	<u>3,487,138</u>	<u>403,025</u>
Net assets available for benefits	<u><u>\$ 765,689,118</u></u>	<u><u>\$ 712,927,601</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

	Year Ended December 31, 2023	2022
Additions to (Reductions from) Net Assets		
Investment income (loss):		
Net realized and unrealized gains (losses) on investments	\$ 88,760,402	\$ (152,478,400)
Interest and dividends	18,621,494	19,241,338
Total investment income (loss)	107,381,896	(133,237,062)
Less investment expenses	866,949	1,450,024
Net investment income (loss)	106,514,947	(134,687,086)
Other income	166,544	113,820
Interest income from notes receivable from participants	373,081	278,365
Contributions:		
Participant	14,611,654	14,628,103
Rollover	387,819	641,261
Employer	7,965,587	8,775,869
Total contributions	22,965,060	24,045,233
Total additions to (reductions from) net assets	130,019,632	(110,249,668)
Deductions from Net Assets		
Benefits paid to participants	76,713,227	61,085,494
Administrative expenses	544,888	434,725
Total deductions from net assets	77,258,115	61,520,219
Net increase (decrease) in net assets available for benefits	52,761,517	(171,769,887)
Net assets available for benefits at beginning of year	712,927,601	884,697,488
Net assets available for benefits at end of year	<u>\$ 765,689,118</u>	<u>\$ 712,927,601</u>

See accompanying notes to financial statements.

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

NOTES TO FINANCIAL STATEMENTS

December 31, 2023 and 2022

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 participants eligible earnings, depending on the Company’s profits each year. All eligible employees of the Company may 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. Additionally, participants who retire or terminate during employment due to disability or death during the plan year are also eligible.

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 59 ½, 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. Terminated employees can also request a partial withdrawal or installment payment.

Prior to July 1, 2022, 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.

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 2023 and 2022 the profit-sharing contribution was 5% of participants’ eligible earnings. 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 2023 and 2022, the Company contributed in the aggregate \$125,900 and \$134,900, 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 2023 and 2022, the annual contribution and other additions to a participant’s account may not exceed the lesser of 100% of the participant’s compensation or \$66,000 and \$61,000, 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, 2023 and 2022, outstanding loans have an interest rate range of 4.25% to 9.50% and 4.25% to 8.00%, 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 \$1,380,280 and \$1,253,669 at December 31, 2023 and 2022, 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 2023 and 2022, \$721,494 and \$620,305, 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 and Vanguard Target Retirement Income 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 New York Life Anchor Account and the Vanguard Target Retirement Income 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 Accounts:* The Plan invests in two pooled separate accounts 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.

The Large Cap Growth JPMorgan Investment Management Fund invests in a diversified portfolio of common corporate stocks and cash. The fair value of the Large Cap Growth JPMorgan Investment Management 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. Since the NAV is used as a practical expedient to estimate fair value, these funds are not classified in the fair value hierarchy. 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.

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

NOTES TO FINANCIAL STATEMENTS (continued)

C. Fair Value Measurements – continued

There have been no changes in the methodologies used at December 31, 2023 and 2022. The following table details the Plan's investments at fair value by level, within the fair value hierarchy, as of December 31, 2023 and 2022. The Plan has no assets classified within Level 3 of the valuation hierarchy.

	2023		
	Level 1	Level 2	Total
Corporate stocks	\$ 89,665,190	\$ -	\$ 89,665,190
Registered investment companies	318,966,218	-	318,966,218
U.S. Government securities	-	68,944,383	68,944,383
Corporate debt instruments	-	73,017,050	73,017,050
Other investments	-	463,518	463,518
Pooled separate accounts	-	64,539,270	64,539,270
Interest-bearing cash	18,040,130	-	18,040,130
Total investments in the fair value hierarchy	<u>\$426,671,538</u>	<u>\$206,964,221</u>	633,635,759
Investments measured at NAV ^(a)			<u>117,088,621</u>
Total investments at fair value			<u>\$750,724,380</u>

	2022		
	Level 1	Level 2	Total
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 ^(a)			<u>134,494,625</u>
Total investments at fair value			<u>\$697,099,651</u>

^(a) 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.

The following table summarizes investments for which fair value is measured using the NAV per share practical expedient as of December 31, 2023 and 2022, respectively. There are no participant redemption restrictions for these investments; the redemption notice period is applicable only to the Plan.

2023				
Investment	Fair Value	Unfunded Commitments	Redemption Frequency (If Currently Eligible)	Redemption Notice Period
Mellon Stable Value Fund	\$ 3,391,216	N/A	Daily	12 months
Wellington Trust Company International	\$ 26,140,358	N/A	Daily	Daily
Intercontinental Enhanced Core U.S. Real Estate Income Fund	\$ 10,239,762	N/A	Daily	Quarterly
BGO Daily Value Fund	\$ 9,678,381	N/A	Daily	Quarterly
TCW Concentrated Core Fund	\$ 27,416,917	N/A	Daily	Daily
Wedge SMID Cap Value CIT	\$ 27,329,500	N/A	Daily	Full: 30 days Partial: Daily
Lord Abbett Small Cap Growth Equity Trust II	\$ 12,892,487	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

2022				
Investment	Fair Value	Unfunded Commitments	Redemption Frequency (If Currently Eligible)	Redemption Notice Period
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	\$ 43,985,409	N/A	Daily	Daily
Wedge SMID Cap Value CIT	\$ 26,491,200	N/A	Daily	Full: 30 days 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)

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:

	2023	2022
Assets		
Investments, at fair value:		
Corporate stock, common	\$ 89,665,190	\$ 86,790,610
U.S. Government securities	68,944,383	55,280,406
Corporate debt instruments	73,017,050	82,547,194
Registered investment companies	81,819,484	51,952,815
Interest-bearing cash	18,040,130	17,171,716
Common collective trust	113,697,405	130,528,775
Other investments	463,518	1,421,745
Total investments at fair value	<u>445,647,160</u>	<u>425,693,261</u>
Receivables:		
Employer	7,839,687	8,640,969
Interest and dividends receivable	1,576,280	1,216,299
Due from broker for securities sold	2,354,375	87,156
Total receivables	<u>11,770,342</u>	<u>9,944,424</u>
Total assets	457,417,502	435,637,685
Liabilities		
Due to broker for securities purchased	3,162,020	115,650
Accrued expenses	325,118	287,375
	<u>3,487,138</u>	<u>403,025</u>
Net assets available for benefits	<u>\$453,930,364</u>	<u>\$435,234,660</u>

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

NOTES TO FINANCIAL STATEMENTS *(continued)*

D. Nonparticipant-directed Investments – continued

	<u>2023</u>	<u>2022</u>
Additions to (Reductions from) Net Assets		
Investment income (loss):		
Net realized and unrealized gains (losses) on investments	\$ 57,596,070	\$ (99,411,000)
Interest and dividends	-	19,241,338
Total investment income (loss)	<u>57,596,070</u>	<u>(80,169,662)</u>
Employer contributions	<u>8,340,179</u>	<u>9,912,508</u>
Total additions to (reductions from) net assets	<u>65,936,249</u>	<u>(70,257,154)</u>
Deductions from Net Assets		
Benefits paid to participants	42,386,680	34,888,848
Administrative expenses	18,607	20,342
Interfund transfers, net	<u>4,835,258</u>	<u>4,623,486</u>
Total deductions from net assets	<u>47,240,545</u>	<u>39,532,676</u>
Net increase (decrease) in net assets available for benefits	18,695,704	(109,789,830)
Net assets available for benefits at beginning of year	<u>435,234,660</u>	<u>545,024,490</u>
Net assets available for benefits at end of year	<u><u>\$ 453,930,364</u></u>	<u><u>\$ 435,234,660</u></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, 2023 and 2022, 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, 2023 and 2022, was obtained by management and agreed to or derived from information certified as complete and accurate by 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, 2023, 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, 2023 and 2022, per the accompanying financial statements to the Form 5500:

	<u>2023</u>	<u>2022</u>
Net assets available for benefits per the financial statements	\$765,689,118	\$712,927,601
Deemed distributed loans per the Form 5500	<u>(364,549)</u>	<u>(386,463)</u>
Net assets available for benefits per the Form 5500	<u><u>\$765,324,569</u></u>	<u><u>\$712,541,138</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, 2023 and 2022, per the accompanying financial statements to the Form 5500:

	<u>2023</u>	<u>2022</u>
Net increase (decrease) in assets available for benefits per the financial statements	\$ 52,761,517	\$ (171,769,887)
Change in deemed distributed loans per the Form 5500	<u>21,914</u>	<u>(27,357)</u>
Net increase (decrease) in net assets available for benefits per the Form 5500	<u>\$ 52,783,431</u>	<u>\$ (171,797,244)</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 4, 2024, the date the financial statements were available for issuance.

Form 5500 Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Annual Return/Report of Employee Benefit Plan This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code). ▶ Complete all entries in accordance with the instructions to the Form 5500.	OMB Nos. 1210-0110 1210-0089 2023 This Form Is Open to Public Inspection
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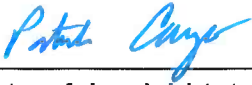
Part I	Annual Report Identification Information
For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023	

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

Part II	Basic Plan Information—enter all requested information
1a Name of plan MARY KAY INC. PROFIT SHARING AND 401(K) PLAN	1b Three-digit plan number (PN) ▶ 001
	1c Effective date of plan 12/03/1965
2a Plan sponsor's name (employer, if for a single-employer plan) Mailing address (include room, apt., suite no. and street, or P.O. Box) City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions) MARY KAY INC. 16251 DALLAS PARKWAY Addison TX 75001	2b Employer Identification Number (EIN) 75-1151701
	2c Plan Sponsor's telephone number 972-687-6300
	2d Business code (see instructions) 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		9/13/2024	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

MARY KAY INC. PROFIT SHARING AND 401(k) PLAN
FORM 5500, SCHEDULE H, LINE 4j - SCHEDULE OF REPORTABLE TRANSACTIONS
Year Ended December 31, 2023

EIN: 75-1151701
Plan #: 001

(a) Identity of Party	(b) Description of Asset	Number of Purchase Transactions	(c) Purchase Price	Number of Sell Transactions	(d) Selling Price	(g) Cost of Assets	(h) Current Value of Asset on Transaction Date	(i) Net Gain (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	588	\$ 143,135,156	-	\$ -	\$ 143,135,156	\$ 143,135,156	\$ -
JP Morgan	JPMorgan Trust II US GOVT MMF INST Class	-	-	562	142,251,863	142,251,863	142,251,863	-

* 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, 2023

EIN: 75-1151701

Plan #: 001

(a) Party In Interest**	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment (shares)	(d) Cost*	(e) Current Value
Collective Trust				
	BENEFITS TRUST BGO DAILY VALUE FUND 0	735,149	\$ 11,098,836	\$ 9,678,381
	INTERCONTINENTAL REAL ESTATE ENHANCED CORE US RE INCOME FD 0	833,102	12,200,000	10,239,762
	WEDGE CAPITAL SMID CAP VALUE FUND CLASS C 0	2,053,306	24,085,540	27,329,500
	TCW CONCENTRATED CORE FUND CL B 0	576,470	19,887,708	27,416,917
	WELLINGTON TRUST COMPANY INTERNATIONAL QUALITY GROTH C 0	1,661,816	24,101,542	26,140,358
	LORD ABBETT SMALL CAP GROWTH EQ TR II CL.R 0	1,930,013	12,255,434	12,892,487
	7-Eleven Inc, 0.95%, due 2/10/2026		*	2,212
	Abbvie Inc, 2.60%, due 11/21/2024		*	394
	AEP Texas Restoration Funding LLC, 2.06%, due 2/1/2027		*	930
	AerCap Ireland Capital DAC / AerCap Global Aviation Trust, 1.75%, due 1/30/2026		*	910
	AerCap Ireland Capital DAC / AerCap Global Aviation Trust, 2.45%, due 10/29/2026		*	1,459
	AES Corp, 5.45%, due 6/1/2028		*	763
	Air Lease Corp, 1.88%, due 8/15/2026		*	2,127
	Air Lease Corp, 2.88%, due 1/15/2026		*	651
	Alexandria Real Estate Equities Inc., 3.80%, due 4/15/2026		*	1,094
	Ameren Corp, 1.95%, due 3/15/2027		*	2,403
	American Electric Power, 2.03%, due 03/15/2024		*	711
	American Electric Power, 2.30%, due 03/01/2030		*	738
	American Express Co, 2.50%, due 7/30/2024		*	669
	American Express Co, 3.40%, due 2/22/2024		*	681
	American Intl Group, 3.90%, due 4/1/2026		*	1,054
	American Tower Corp, 5.25%, due 7/15/2028		*	1,573
	AmeriCredit Automobile Receivables Trust, 4.81%, due 4/18/2028		*	992
	Amgen, Inc., 1.65%, due 8/15/2028		*	1,629
	Amgen, Inc., 2.20%, due 2/21/2027		*	1,141
	Amur Equipment Finance Receivables XI LLC, 5.30%, due 6/21/2028		*	224
	Anglo American Capital PLC, 2.63%, due 9/10/2030		*	1,003
	Apple Inc, 1.13%, due 5/11/2025		*	619
	ASB Bank Ltd, 1.63%, due 10/22/2026		*	2,542
	AstraZeneca PLC, 0.70%, due 4/8/2026		*	933
	AT&T Inc, 4.30%, due 2/15/2030		*	2,068
	AutoZone Inc, 3.75%, due 4/18/2029		*	999
	Avalonbay Communities, 3.30%, due 6/1/2029		*	910
	Avis Budget Rental Car Funding AESOP LLC, 2.33%, due 8/20/2026		*	1,178
	Bacardi Ltd. / Bacardi-Martini BV, 5.25%, due 1/15/2029		*	1,878
	Baker Hughes Holdings LLC / Baker Hughes Co-Obligor Inc, 2.06%, due 12/15/2026		*	1,190
	Ballyrock CLO 23 Ltd., 7.36%, due 4/25/2036		*	2,642
	BANK 2020-BNK25, 2.61%, due 1/15/2063		*	2,688
	BANK 2021-BNK37, 2.51%, due 11/15/2064		*	2,668
	BANK, 5.66%, due 2/15/2056		*	2,056
	Bank of America Corp, 2.88%, due 10/22/2030		*	846
	Bank of America Corp, 3.25%, due 10/21/2027		*	3,728
	Bank of America Corp, 3.42%, due 12/20/2028		*	2,153
	Bank of America Merrill Lynch Commercial Mortgage Trust, 3.57%, due 2/15/2050		*	1,437
	Barclays PLC, 3.93%, due 5/7/2025		*	1,813
	Barclays PLC, 5.30%, due 8/9/2026		*	527
	BAT International Finance PLC, 5.93%, due 2/2/2029		*	1,352
	Bayer US Finance LLC, 6.13%, due 11/21/2026		*	733
	BBCMS Mortgage Trust 2020-C8, 2.04%, due 10/15/2053		*	1,457
	BBCMS Mortgage Trust, 5.50%, due 12/15/2055		*	6,015
	Benchmark 2019-B14 Mortgage Trust, 2.79%, due 12/15/2062		*	4,157
	Benchmark Mortgage Trust, 3.61%, due 3/15/2062		*	2,165
	Bio-Rad Laboratories, Inc., 3.30%, due 3/15/2027		*	296
	BlackRock 1-3 Year Credit Bond Index Non-Lendable Fund		*	216,052
	BlackRock 1-3 Year Government Bond Index Fund		*	307,397
	BlackRock Asset-Backed Securities Index Fund		*	142,514
	BlackRock Commercial Mortgage-Backed Securities Index Fund		*	55,710
	BlackRock Mortgage-Backed Securities Index Fund		*	169,272
	BMO Mortgage Trust, 5.33%, due 9/15/2054		*	1,485
	BMO Mortgage Trust, 5.50%, due 9/15/2054		*	1,407
	BMW Vehicle Lease Trust, 1.10%, due 3/25/2025		*	501
	BMW Vehicle Owner Trust, 3.21%, due 8/25/2026		*	714
	BNP Paribas SA, 1.68%, due 6/30/207		*	1,019
	Boeing Co, 2.20%, due 2/4/2026		*	1,249
	Boeing Co, 2.80%, due 3/1/2024		*	560
	Boeing Co, 3.63%, due 2/1/2031		*	417
	Boeing Co, 4.88%, due 5/1/2025		*	2,497
	BP Capital Markets America Inc, 1.75%, due 8/10/2030		*	997
	Broadcom Inc, 3.42%, due 4/15/2033		*	2,139
	Capital One Financial Corp, 3.75%, due 3/9/2027		*	1,254
	Capital One Multi-Asset Execution Trust, 3.49%, due 5/15/2027		*	8,536
	CarMax Auto Owner Trust 2020-4, 0.63%, due 6/15/2026		*	2,746
	CarMax Auto Owner Trust, 2023-3, 5.28%, due 5/15/2028		*	391

MARY KAY INC. PROFIT SHARING AND 401(k) PLAN
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Plan #: 001

(a) Party In Interest**	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment (shares)	(d) Cost*	(e) Current Value
	Carrier Global Corp, 2.24%, due 2/15/2025		*	\$ 912
	Carvana Auto Receivables Trust, 0.49%, due 3/10/2026		*	590
	Cash		*	1,745
	CD Mortgage Trust, 1.93%, due 8/15/2057		*	914
	CD Mortgage Trust, 3.25%, due 11/10/2049		*	3,645
	CenterPoint Energy Transition Bond Co. IV LLC, 3.03%, due 10/15/2025		*	2,194
	Cheniere Corpus Chris, 5.88%, due 3/31/2025		*	896
	CIFC Funding 2022-III Ltd., 6.82%, due 4/21/2035		*	2,623
	Cigna Corp, 2.40%, due 3/15/2030		*	607
	Cigna Corp, 4.38%, due 10/15/2028		*	1,128
	Citibank NA, 3.65%, due 1/23/2024		*	921
	Citigroup Commerical Mortgage Trust 2016-P6, 3.51%, due 12/10/2049		*	730
	Citigroup Commerical Mortgage Trust 2020-GC46, 2.71%, due 2/15/2053		*	1,028
	Citigroup Commercial Mortgage Trust, 2.45%, due 7/10/2049		*	1,744
	Citigroup Commercial Mortgage Trust, 3.21%, due 10/12/2050		*	1,211
	Citigroup Inc, 2.67%, due 1/29/2031		*	741
	Citizens Bank NA, 2.25%, 4/28/2025		*	622
	City & County Honolulu HI Wastewater System Revenue, 2.23%, due 7/1/2024		*	194
	CNH Equipment Trust, 2.94%, due 7/15/2027		*	4,843
	CNH Equipment Trust, 3.89%, due 8/16/2027		*	905
	CNH Equipment Trust, 5.42%, due 7/15/2026		*	172
	COMM 2014-CR14 MTG TR, 4.24%, due 2/10/2047		*	115
	COMM 2019-GC44 MTG TR, 2.83%, due 8/15/2057		*	1,896
	Conagra Brands Inc, 1.38%, due 11/1/2027		*	730
	Cooperatieve Rabobank UA, 1.34%, due 6/24/2026		*	1,076
	Cooperatieve Rabobank UA, 5.50%, due 10/5/2026		*	2,513
	Crown Castle Intl Corp, 1.35%, due 7/15/2025		*	788
	Crown Castle Intl Corp, 3.30%, due 7/1/2030		*	948
	CSAIL 2019-C18 COML, 2.84%, due 12/15/2052		*	688
	CSX Corp, 2.60%, due 11/1/2026		*	1,115
	CSX Corp, 3.35%, due 11/1/2025		*	851
	CVS Health Corp, 2.13%, due 9/15/2031		*	1,029
	CVS Health Corp, 4.30%, due 3/25/2028		*	1,071
	DBJPM Mortgage Trust, 3.07%, due 6/10/2050		*	4,555
	DH Europe FIN II S A R, 2.20%, due 11/15/2024		*	899
	Discover Card Execution Note Trust, 1.96%, due 2/15/2027		*	4,177
	Discover Card Execution Note Trust, 3.32%, due 5/15/2027		*	1,342
	Discover Card Execution Note Trust, 3.56%, due 7/15/2027		*	5,830
	Discover Financial Services, 4.10%, due 2/9/2027		*	633
	Eaton Vance CLO Ltd., 6.83%, due 10/15/2034		*	2,621
	Enbridge Inc, 3.13%, due 11/15/2029		*	583
	Energy Transfer Partners LP, 4.20%, due 4/15/2027		*	343
	Energy Transfer Partners LP, 5.55%, due 2/15/2028		*	1,398
	Enterprise Fleet Financing 2021-3 LLC, 1.22%, due 8/20/2027		*	1,229
	Enterprise Products Operating LLC, 5.05%, due 1/10/2026		*	705
	Equinox Inc, 1.45%, due 5/15/2026		*	1,080
	Estee Lauder Cos Inc, 2.00%, due 12/1/2024		*	202
	Exelon Corp, 4.05%, due 4/15/2030		*	1,001
	Exeter Automobile Receivables Trust, 4.86%, due 12/15/2026		*	1,177
	Exeter Automobile Receivables Trust, 6.06%, due 9/15/2026		*	203
	Extra Space Storage LP, 5.70%, due 4/1/2028		*	388
	Fannie Mae, 1.50%, due 9/1/2031		*	809
	Fannie Mae, 2.50%, due 11/1/2027		*	74
	Fannie Mae, 2.50%, due 12/1/2027		*	38
	Fannie Mae, 2.50%, due 2/1/2028		*	95
	Fannie Mae, 2.50%, due 12/1/2049		*	722
	Fannie Mae, 2.50%, due 7/1/2050		*	1,064
	Fannie Mae, 2.50%, due 7/1/2050		*	1,000
	Fannie Mae, 2.50%, due 12/1/2050		*	1,301
	Fannie Mae, 2.50%, due 1/1/2051		*	1,212
	Fannie Mae, 2.50%, due 9/1/2051		*	1,682
	Fannie Mae, 2.99%, due 9/1/2047		*	692
	Fannie Mae, 3.00%, due 1/1/2028		*	48
	Fannie Mae, 3.00%, due 3/1/2030		*	996
	Fannie Mae, 3.00%, due 10/1/2030		*	482
	Fannie Mae, 3.00%, due 11/1/2031		*	300
	Fannie Mae, 3.00%, due 6/1/2032		*	381
	Fannie Mae, 3.00%, due 3/1/2048		*	386
	Fannie Mae, 3.00%, due 11/1/2048		*	738
	Fannie Mae, 3.00%, due 2/1/2050		*	826
	Fannie Mae, 3.00%, due 5/1/2050		*	730
	Fannie Mae, 3.00%, due 7/1/2050		*	712
	Fannie Mae, 3.00%, due 9/1/2050		*	1,081
	Fannie Mae, 3.00%, due 5/1/2051		*	1,095

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	Fannie Mae, 3.00%, due 7/1/2051	*	\$	762
	Fannie Mae, 3.00%, due 8/1/2051	*		788
	Fannie Mae, 3.50%, due 1/1/2026	*		46
	Fannie Mae, 3.50%, due 8/1/2026	*		365
	Fannie Mae, 3.50%, due 12/1/2047	*		952
	Fannie Mae, 3.50%, due 2/1/2048	*		252
	Fannie Mae, 3.50%, due 1/1/2050	*		507
	Fannie Mae, 3.50%, due 6/1/2051	*		3,510
	Fannie Mae, 3.50%, due 11/1/2051	*		3,408
	Fannie Mae, 3.50%, due 1/1/2052	*		3,934
	Fannie Mae, 4.00%, due 12/1/2037	*		2,032
	Fannie Mae, 4.00%, due 10/1/2048	*		219
	Fannie Mae, 4.00%, due 8/1/2049	*		985
	Fannie Mae, 4.00%, due 5/1/2050	*		505
	Fannie Mae, 4.50%, due 5/1/2047	*		807
	Fannie Mae, 4.50%, due 12/1/2048	*		403
	Fannie Mae, 4.50%, due 4/1/2049	*		179
	Fannie Mae, 5.00%, due 9/1/2052	*		2,648
	Fannie Mae REMICS, 2.50%, due 8/25/2034	*		2,113
	Fannie Mae REMICS, 2.50%, due 12/25/2037	*		4,018
	Fannie Mae REMICS, 2.50%, due 2/25/2044	*		4,297
	Fannie Mae REMICS, 2.75%, due 9/25/2042	*		2,454
	Fannie Mae REMICS, 3.00%, due 9/25/2033	*		2,001
	Fannie Mae REMICS, 3.00%, due 10/25/2033	*		3,079
	Fannie Mae REMICS, 3.00%, due 6/25/2039	*		2,965
	Fannie Mae REMICS, 3.00%, due 2/25/2046	*		1,642
	Fannie Mae REMICS, 3.50%, due 5/25/2041	*		100
	Fannie Mae REMICS, 3.50%, due 8/25/2044	*		707
	Fannie Mae REMICS, 3.50%, due 11/25/2044	*		2,203
	Fannie Mae REMICS, 3.50%, due 12/25/2046	*		3,222
	Fannie Mae REMICS, 4.00%, due 11/25/2024	*		61
	Fannie Mae REMICS, 4.00%, due 5/25/2041	*		115
	Fannie Mae REMICS, 4.50%, due 7/25/2035	*		4,883
	Fannie Mae REMICS, 4.50%, due 2/25/2048	*		4,561
	Fidelity National Information Services Inc, 1.15%, due 3/1/2026	*		1,937
	Fifth Third Auto Trust, 2023-1, 5.53%, due 8/15/2028	*		1,094
	Ford Credit Auto Lease Trust, 2022-A, 3.37%, due 7/15/2025	*		2,567
	Ford Motor Credit Co LLC, 7.35%, due 11/4/2027	*		1,438
	Freddie Mac Gold Pool, 3.00%, due 6/1/2031	*		254
	Freddie Mac Gold Pool, 3.00%, due 6/1/2033	*		597
	Freddie Mac Gold Pool, 3.00%, due 12/1/2033	*		309
	Freddie Mac Gold Pool, 4.00%, due 3/1/2043	*		2,258
	Freddie Mac Gold Pool, 4.00%, due 8/1/2048	*		964
	Freddie Mac Multifamily Structured, 2.92%, due 1/25/2026	*		3,793
	Freddie Mac Non Gold Pool, 3.20%, due 7/1/2047	*		209
	Freddie Mac Pool, 2.50%, due 5/1/2050	*		954
	Freddie Mac Pool, 2.50%, due 9/1/2050	*		1,180
	Freddie Mac Pool, 2.50%, due 9/1/2050	*		1,251
	Freddie Mac Pool, 3.00%, due 7/1/2029	*		240
	Freddie Mac Pool, 3.00%, due 10/1/2049	*		400
	Freddie Mac Pool, 3.00%, due 4/1/2050	*		787
	Freddie Mac Pool, 3.00%, due 9/1/2050	*		732
	Freddie Mac Pool, 3.50%, due 10/1/2049	*		480
	Freddie Mac Pool, 3.50%, due 1/1/2050	*		167
	Freddie Mac Pool, 4.00%, due 5/1/2050	*		269
	Freddie Mac REMICS, 1.00%, due 7/15/2039	*		1,516
	Freddie Mac REMICS, 1.25%, due 4/25/2045	*		3,397
	Freddie Mac REMICS, 2.00%, due 5/25/2033	*		754
	Freddie Mac REMICS, 2.50%, due 2/25/2040	*		2,855
	Freddie Mac REMICS, 2.50%, due 11/15/2040	*		1,708
	Freddie Mac REMICS, 3.00%, due 10/15/2039	*		1,376
	Freddie Mac REMICS, 3.00%, due 10/15/2045	*		1,956
	Freddie Mac REMICS, 3.50%, due 10/15/2028	*		2,150
	Freddie Mac REMICS, 3.50%, due 5/25/2035	*		4,537
	Freddie Mac REMICS, 4.00%, due 9/25/2047	*		3,192
	Freddie Mac REMICS, 4.50%, due 9/25/2035	*		4,037
	General Motors Financial Co Inc, 1.25%, due 1/8/2026	*		1,123
	General Motors Financial Co Inc, 2.40%, due 4/10/2028	*		1,136
	Gilead Sciences Inc, 3.50%, due 2/1/2025	*		1,553
	Ginnie Mae I Pool, 4.50%, due 11/15/2024	*		247
	Ginnie Mae II Pool, 3.00%, due 5/20/2050	*		687
	Ginnie Mae II Pool, 3.00%, due 6/20/2050	*		718
	Ginnie Mae II Pool, 3.00%, due 8/20/2050	*		833
	Ginnie Mae II Pool, 4.39%, due 11/20/2062	*		3

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	GM Financial Automobile Leasing Trust, 3.37%, due 7/15/2025		*	\$ 1,154
	GM Financial Consumer Automobile Receivables Trust, 1.05%, due 5/18/2026		*	1,054
	GM Financial Consumer Automobile Receivables Trust 2020-3, 0.45%, due 4/16/2025		*	98
	GM Financial Consumer Automobile Receivables Trust, 0.38%, due 8/18/2025		*	287
	GM Financial Consumer Automobile Receivables Trust, 1.79%, due 4/17/2028		*	605
	GM Financial Consumer Automobile Receivables Trust, 3.71%, due 12/16/2027		*	416
	GM Financial Consumer Automobile Receivables Trust, 4.66%, due 2/16/2028		*	246
	Goldman Sachs Group Inc, 3.50%, due 4/1/2025		*	2,045
	Goldman Sachs Group Inc, 3.50%, due 11/16/2026		*	2,170
	Goldman Sachs Group Inc, 3.75%, due 5/22/2025		*	2,040
	Govt Natl Mortgage Assoc, 1.00%, due 10/20/2034		*	1,892
	Govt Natl Mortgage Assoc, 1.75%, due 11/20/2050		*	2,576
	Govt Natl Mortgage Assoc, 2.00%, due 3/20/2035		*	1,651
	Govt Natl Mortgage Assoc, 2.00%, due 3/20/2042		*	262
	Govt Natl Mortgage Assoc, 2.50%, due 7/20/2042		*	2,015
	Govt Natl Mortgage Assoc, 2.50%, due 5/20/2043		*	1,151
	Govt Natl Mortgage Assoc, 2.50%, due 9/20/2043		*	2,159
	Govt Natl Mortgage Assoc, 3.00%, due 11/20/2048		*	6,264
	Govt Natl Mortgage Assoc, 3.50%, due 8/16/2039		*	417
	Govt Natl Mortgage Assoc, 3.50%, due 11/20/2044		*	4,662
	Govt Natl Mortgage Assoc, 4.00%, due 1/20/2039		*	3,606
	Govt Natl Mortgage Assoc, 5.00%, due 6/20/2051		*	3,229
	Govt Natl Mortgage Assoc, 5.69%, due 11/20/2051		*	721
	Govt Natl Mortgage Assoc, 6.00%, due 6/20/2051		*	1,453
	GS Mortgage Securities Trust 2017-GS6, 3.16%, due 5/10/2050		*	3,247
	GS Mortgage Securities Trust 2019-GC42, 2.75%, due 9/1/2052		*	1,791
	Healthcare Realty Holdings LP, 3.50%, due 8/1/2026		*	917
	Hewlett Packard Enterprise, 1.75%, due 4/1/2026		*	436
	Hyundai Auto Receivables Trust 2020-C, 0.49%, due 11/16/2026		*	3,274
	Hyundai Auto Receivables Trust 2021-C, 0.74%, due 5/15/2026		*	714
	Hyundai Auto Receivables Trust, 2.22%, due 10/15/2026		*	6,071
	Hyundai Auto Receivables Trust, 3.80%, due 8/15/2028		*	816
	Hyundai Auto Receivables Trust, 5.52%, due 10/16/2028		*	1,709
	Illumina, Inc., 5.75%, due 12/13/2027		*	504
	ING Group, 3.55%, due 4/9/2024		*	2,430
	Intel Corp, 4.88%, due 2/10/2028		*	527
	John Deere Owner Trust, 0.36%, due 9/15/2025		*	867
	John Deere Owner Trust, 2.32%, due 9/15/2026		*	4,288
	John Deere Owner Trust, 3.74%, due 2/16/2027		*	3,715
	John Deere Owner Trust, 5.01%, due 11/15/2027		*	1,304
	JPMorgan Chase & Co, 2.08%, due 4/22/2026		*	1,995
	JPMorgan Chase & Co, 4.13%, due 12/15/2026		*	1,274
	JPMorgan Chase & Co, 4.45%, due 12/5/2029		*	2,805
	Keurig Dr Pepper Inc, 3.20%, due 5/1/2030		*	840
	Kinder Morgan Inc/DE, 4.30%, due 6/1/2025		*	1,644
	LCM 37 Ltd., 6.87%, due 4/15/2034		*	2,624
	Lennar Corp., 4.50%, due 4/30/2024		*	1,221
	Lincoln National Corp, 3.80%, due 3/1/2028		*	1,000
	Lloyds Banking Group PLC, 1.63%, due 5/11/2027		*	1,108
	Marriott International Inc/MD, 5.75%, due 5/1/2025		*	1,369
	McDonald's Corp, 3.30%, due 7/1/2025		*	1,236
	Mercedes-Benz Auto Lease Trust, 0.40%, due 11/15/2024		*	397
	Mercedes-Benz Finance North America LLC, 3.30%, due 5/19/2025		*	1,020
	Merck & Co Inc, 2.90%, due 3/7/2024		*	625
	MMAF Equipment Finance LLC, 2.01%, due 12/12/2024		*	140
	Morgan Stanley BAML Trust, 3.04%, due 4/15/2048		*	1,397
	Morgan Stanley BAML Trust, 3.45%, due 7/15/2050		*	1,741
	Morgan Stanley, 3.62%, due 4/1/2031		*	1,810
	Morgan Stanley, 3.63%, due 1/20/2027		*	1,662
	Morgan Stanley, 4.00%, due 7/23/2025		*	1,301
	MPLX LP, 4.13%, due 3/1/2027		*	875
	National Rural Utilities Cooperative Finance Corp., 5.45%, due 10/30/2025		*	1,453
	NatWest Group PLC, 1.64%, due 6/14/2027		*	474
	Neuberger Berman Loan Advisers CLO 49 Ltd., 6.72%, due 4/16/2033		*	2,628
	Neuberger Berman Loan Advisers CLO 49 Ltd., 6.80%, due 7/25/2034		*	2,628
	NextEra Energy Capital Holdings, Inc., 4.26%, due 9/1/2024		*	406
	Nissan Auto Lease Trust, 3.81%, due 5/15/2025		*	5,094
	Nissan Auto Rec OT, 1.86%, due 8/17/2026		*	2,186
	Nissan Auto Rec OT, 4.46%, due 5/17/2027		*	701
	Nissan Auto Rec OT, 5.34%, due 2/17/2026		*	671
	Northern Trust Collective 1-10 Year Intermediate Credit Bond Index Fund		*	167,674
	Northern Trust Collective 1-10 Year Intermediate Government Bond Index Fund		*	34,719
	Northern Trust Collective Asset-Backed Securities Bond Index Fund		*	139,693
	Northern Trust Collective Commercial Mortgage-Backed Securities Index Fund		*	54,588

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	Northern Trust Collective Daily 1-5 Year Credit Bond Index Fund	*	\$	133,573
	Northern Trust Collective Mortgage-Backed Securities Index Fund	*		174,613
	Northern Trust Collective Short Term Government Bond Index Fund	*		168,336
	Northern Trust Collective Short Term Investment Fund	*		28
	NRG Energy Inc, 2.45%, due 12/2/2027	*		1,746
	ONEOK Inc, 5.65%, due 11/1/2028	*		445
	O'Reilly Automotive Inc, 1.75%, due 3/15/2031	*		953
	O'Reilly Automotive Inc, 3.60%, due 9/1/2027	*		1,646
	Oracle Corp., 1.65%, due 3/25/2026	*		2,492
	Oscar 2019-2A A4, 2.68%, due 9/10/2026	*		442
	Oscar US Funding, 1.00%, due 4/10/2028	*		1,362
	Pacific Life Global Funding II, 1.38%, due 4/14/2026	*		2,595
	Pfizer Inc, 2.95%, due 3/15/2024	*		260
	Pioneer Natural Resources Co., 5.10%, due 3/29/2026	*		352
	PNC Financial Services Group, 1.15%, due 8/13/2026	*		1,364
	PNC Financial Services Group, 5.67%, due 10/28/2025	*		1,915
	Principal Life Global Funding II, 1.38%, due 1/10/2025	*		2,544
	Prologis LP, 4.88%, due 6/15/2028	*		1,857
	Prudential Core Conservative Intermediate Bond Fund	*		145,234
	Prudential Short Duration Core Bond Fund	*		312,355
	PSNH Funding LLC, 3.09%, due 2/1/2026	*		179
	Public Storage, 1.50%, due 11/9/2026	*		704
	Public Storage Operating Co., 5.13%, 1/15/2029	*		886
	Raytheon Technologies Corp, 4.13%, due 11/16/2028	*		2,242
	Realty Income Corp, 2.20%, due 6/15/2028	*		698
	Reedy Creek Improvement District, 1.77%, due 6/1/2015	*		323
	Republic of Italy Government International Bond, 2.38%, due 10/17/2024	*		890
	Republic Services Inc, 2.50%, due 8/15/2024	*		2,054
	Romanian Government International Bond, 6.63%, due 2/17/2028	*		1,453
	Ryder System, Inc., 5.25%, due 6/1/2028	*		924
	Santander Drive Auto Receivables Trust, 4.43%, due 3/15/2027	*		716
	Santander Holdings USA, Inc., 6.50%, due 3/9/2029	*		680
	Sealed Air Corp, 1.57%, due 10/15/2026	*		1,910
	Sherwin-Williams Co, 2.30%, due 5/15/2030	*		260
	Sherwin-Williams Co, 4.05%, due 8/8/2024	*		240
	Spirit Realty LP, 3.40%, due 1/15/2030	*		704
	State of Connecticut, 2.10%, due 7/1/2025	*		189
	Stellantis Finance US Inc, 1.71%, due 1/29/2027	*		1,816
	Stratus CLO Ltd., 2021-3, 6.63%, due 12/29/2029	*		1,808
	Takeda Pharmaceutical, 2.05%, due 3/31/2030	*		963
	T-Mobile US, Inc, 1.50%, due 2/15/2026	*		1,020
	T-Mobile US, Inc, 3.50%, due 4/15/2025	*		1,036
	Toronto-Dominion Bank, 5.52%, due 7/17/2028	*		2,189
	Toyota Auto Receivables OT, 5.30%, due 9/15/2027	*		2,596
	Truist Fin Corp, 3.70%, due 6/5/2025	*		1,169
	Truist Fin Corp, 4.12%, due 6/6/2028	*		1,604
	UBS Comm Mortgage Trust, 3.00%, due 8/15/2050	*		278
	UBS Group AG, 3.75%, due 3/26/2025	*		1,463
	United Health Group Inc, 2.38%, due 8/15/2024	*		1,439
	US Treasury Note, 0.38%, due 8/15/2024	*		3,642
	US Treasury Note, 0.50%, due 5/31/2027	*		27,582
	US Treasury Note, 0.63%, due 12/31/2027	*		6,482
	US Treasury Note, 1.13%, due 1/15/2025	*		8,285
	US Treasury Note, 1.13%, due 10/31/2026	*		6,485
	US Treasury Note, 1.50%, due 2/15/2025	*		1,074
	US Treasury Note, 2.75%, due 5/15/2025	*		5,248
	US Treasury Note, 3.63%, due 5/31/2028	*		38,765
	US Treasury Note, 4.38%, due 8/31/2028	*		27,691
	Verizon Communications, 2.10%, due 3/22/2028	*		2,398
	Verizon Communications, 4.02%, due 12/3/2029	*		957
	Verizon Master Trust, 3.64%, due 11/20/2028	*		1,845
	Verizon Master Trust, 3.72%, due 7/20/2027	*		705
	Verizon Master Trust, 4.49%, due 1/22/2029	*		2,296
	Viatis Inc, 1.65%, due 6/22/2025	*		467
	Volkswagen Auto Lease Trust, 3.44%, due 7/21/2025	*		343
	Volkswagen Auto Loan Enhanced Trust 2021-1, 1.26%, due 10/20/2028	*		870
	Volkswagen Auto Loan Enhanced Trust 2023-1, 5.02%, due 6/20/2028	*		710
	Volkswagen Group America, 1.25%, due 11/24/2025	*		1,688
	Wells Fargo & Co, 3.00%, due 2/19/2025	*		2,564
	Wells Fargo & Co, 3.75%, due 1/24/2024	*		1,316
	Wells Fargo Comm Mortgage, 3.15%, due 12/15/2047	*		529
	Wisconsin Public Service Corp., 5.35%, due 11/10/2025	*		950
	World Omni Auto Receivables 2020-C, 0.48%, due 11/17/2025	*		319
	World Omni Auto Receivables 2021-D, 0.81%, due 10/15/2026	*		999

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, 2023

EIN: 75-1151701
Plan #: 001

(a) Party In Interest**	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment (shares)	(d) Cost*	(e) Current Value
	World Omni Auto Receivables, 1.66%, due 5/17/2027		*	\$ 1,191
	World Omni Auto Receivables, 3.25%, due 7/15/2027		*	1,217
	World Omni Auto Receivables, 5.79%, due 2/15/2029		*	504
	The Bank of New York Mellon Collective Trust Government Short Term Investment Fund (d)		*	160,828
	Insurance Company Separate Accounts - 11.50% New York Life		*	389,278
	Total Collective Trust			\$ 117,088,621
	Corporate Debt-Other			
	ABN AMRO BANK NV SR NON PREFERRED ADJ NOTES Semi Annual 0 9/18/27	200,000	\$ 200,000	\$ 204,364
	AES CORP SECURED NOTES Semi Annual 3.3 7/15/25	130,000	129,964	125,205
	AMSR TRUST 2020-SFR3 ABS SER.2020-SFR3 CL.D Monthly 2.11 9/17/37	500,000	502,188	466,114
	AT&T INC SENIOR UNSECURED GLOBAL NOTES Semi Annual 2.3 6/1/27	100,000	99,852	92,819
	AT&T INC SENIOR UNSECURED GLOBAL NOTES Semi Annual 5.4 2/15/34	60,000	59,803	61,880
	ABBVIE INC SENIOR UNSECURED GLOBAL NOTES Semi Annual 3.6 5/14/25	494,000	536,864	485,054
	AIR LEASE CORP SENIOR UNSECURED GLOBAL NOTES Semi Annual 3.63 4/1/27	656,000	687,882	620,345
	AIR LEASE CORP SENIOR UNSECURED GLOBAL NOTES Semi Annual 1.88 8/15/26	95,000	94,266	87,382
	ALLY FINANCIAL INC SENIOR UNSECURED GLOBAL NOTES Semi Annual 7.1 11/15/27	130,000	128,697	135,115
	ALLY FINANCIAL INC SR UNSECURED GLOBAL ADJ NOTES Semi Annual 0 1/3/30	85,000	85,000	87,328
	ALTRIA GROUP INC SENIOR UNSECURED GLOBAL NOTES Semi Annual 6.2 11/1/28	205,000	204,592	214,994
	AMCOR FLEXIBLES NORTH AMERICA SENIOR UNSECURED GLOBAL NOTES Semi Annual 4 5/17/25	85,000	84,979	83,488
	AMEREN CORP SENIOR UNSECURED GLOBAL NOTES Semi Annual 5 1/15/29	185,000	184,582	185,829
	AMERICAN ELECTRIC POWER CO INC SENIOR UNSECURED GLOBAL NOTES Semi Annual 5.2 1/15/29	160,000	159,746	162,155
	AMERICAN ELECTRIC POWER JUNIOR SUB GLOBAL NOTES Semi Annual 5.7 8/15/25	175,000	174,216	176,149
	AMERICAN EXPRESS CO SUBORDINATED GLOBAL NOTES Semi Annual 3.63 12/5/24	178,000	188,865	175,063
	AMERICAN EXPRESS CO SR UNSECURED GLOBAL ADJ NOTES Semi Annual 0 10/30/31	65,000	65,000	70,490
	AMERICAN HONDA FINANCE CORP SR UNSECURED MEDIUM TERM NOTES Semi Annual 1 9/10/25	578,000	531,881	543,437
	AMERICAN HONDA FINANCE CORP SENIOR UNSECURED GLOBAL NOTES Semi Annual 5.85 10/4/30	130,000	129,853	138,567
	AMERICREDIT AUTO REC TR 2021-3 ABS SER.2021-3 CL.C Monthly 1.41 8/18/27	135,000	134,978	125,157
	AMERICREDIT AUTO REC TR 2022-1 ABS SER.2022-1 CL.B Monthly 2.77 4/19/27	150,000	149,975	144,361
	AMERIPRISE FINANCIAL INC SENIOR UNSECURED GLOBAL NOTES Semi Annual 5.7 12/15/28	145,000	144,758	151,945
	ANTARES HOLDINGS SENIOR UNSECURED NOTES Semi Annual 3.75 7/15/27	250,000	247,515	225,248
	AQUA FINANCE TRUST 2021-A ABS SER.2021-A CL.A Monthly 1.54 7/17/46	71,373	71,363	63,758
	ARES CAPITAL CORP SENIOR UNSECURED NOTES Semi Annual 4.25 3/1/25	30,000	32,183	29,327
	ARES CAPITAL CORP SENIOR UNSECURED GLOBAL NOTES Semi Annual 7 1/15/27	75,000	75,128	77,145
	ATHENE GLOBAL FUNDING SECURED NOTES Semi Annual 2.5 3/24/28	180,000	179,494	159,741
	AUTOZONE INC SENIOR UNSECURED GLOBAL NOTES Semi Annual 5.05 7/15/26	115,000	114,860	115,704
	AUTOZONE INC SENIOR UNSECURED GLOBAL NOTES Semi Annual 6.25 11/1/28	60,000	59,943	63,751
	AVIS BUDGET RENTAL CAR FUNDING ABS SER.2023-3A CL.A Monthly 5.44 2/22/28	285,000	284,952	287,348
	AVNET INC SENIOR UNSECURED GLOBAL NOTES Semi Annual 5.5 6/1/32	50,000	49,996	49,468
	AVNET INC SENIOR UNSECURED GLOBAL NOTES Semi Annual 6.25 3/15/28	55,000	54,848	56,969
	BHP BILLITON FINANCE USA LTD SENIOR UNSECURED GLOBAL NOTES Semi Annual 4.88 2/27/26	140,000	139,712	140,691
	BAIN CAPITAL SPECIALTY FINANCE SENIOR UNSECURED NOTES Semi Annual 2.55 10/13/26	140,000	138,506	126,374
	BANCO SANTANDER SA SR PREFERRED GLOBAL NOTES Semi Annual 6.94 11/7/33	200,000	200,000	222,038
	BANK OF AMERICA CORP SR UNSEC ADJ MED TERM NOTES Semi Annual 0 4/23/27	718,000	775,074	691,038
	BANK OF AMERICA CORP SR UNSEC ADJ MED TERM NOTES Semi Annual 0 6/19/26	927,000	855,757	872,429
	BANK OF AMERICA CORP SR UNSEC ADJ MED TERM NOTES Semi Annual 0 4/2/26	230,000	230,000	223,688
	BANK OF AMERICA CORP SR UNSECURED GLOBAL ADJ NOTES Semi Annual 0 4/25/34	130,000	130,000	130,299
	BANK OF MONTREAL SENIOR UNSECURED GLOBAL NOTES Semi Annual 5.72 9/25/28	245,000	245,000	253,899
	BARINGS BDC INC SENIOR UNSECURED GLOBAL NOTES Semi Annual 3.3 11/23/26	55,000	54,641	50,149
	BAYER US FINANCE LLC SENIOR UNSECURED NOTES Semi Annual 6.5 11/21/33	245,000	244,361	253,187
	BLACKSTONE PRIVATE CREDIT FUND SENIOR UNSECURED GLOBAL NOTES Semi Annual 2.63 12/15/26	90,000	89,085	81,528
	BLACKSTONE PRIVATE CREDIT FUND SENIOR UNSECURED NOTES Semi Annual 7.3 11/27/28	60,000	59,309	62,372
	BLACKSTONE SECURED LENDING FND SENIOR UNSECURED NOTES Semi Annual 2.85 9/30/28	120,000	119,059	103,895
	BLUE OWL FINANCE LLC SENIOR UNSECURED NOTES Semi Annual 4.38 2/15/32	55,000	54,321	47,987
	BOEING CO SENIOR UNSECURED GLOBAL NOTES Semi Annual 4.88 5/1/25	1,068,000	1,077,327	1,062,647
	BRISTOL MYERS SQUIBB CO SENIOR UNSECURED GLOBAL NOTES Semi Annual 5.9 11/15/33	125,000	124,710	136,191
	BROADCOM INC SENIOR UNSECURED NOTES Semi Annual 4 4/15/29	120,000	119,941	115,831
	CDW LLC/CDW FINANCE SENIOR UNSECURED NOTES Semi Annual 3.28 12/1/28	120,000	120,000	110,003
	COMM MTGE TR 2014-CR16 ABS SER.2014-CR16 CL.AM Monthly 4.28 4/10/47	845,000	902,590	804,537
	CNH INDUSTRIAL CAP LLC SENIOR UNSECURED GLOBAL NOTES Semi Annual 5.5 1/12/29	230,000	228,618	237,036
	CNO FINANCIAL GROUP INC SENIOR UNSECURED NOTES Semi Annual 5.25 5/30/25	429,000	463,411	426,005
	CSAIL COMM MTGE TRUST 2015-C4 ABS SER.2015-C4 CL.ASB Monthly 3.62 11/15/48	148,150	155,603	145,249
	CANADIAN IMPERIAL BANK OF COMM SENIOR UNSECURED GLOBAL NOTES Semi Annual 6.09 10/3/33	140,000	140,000	149,371
	CANTOR FITZGERALD LP SENIOR UNSECURED NOTES Semi Annual 7.2 12/12/28	65,000	64,874	66,626
	CAPITAL ONE FINANCIAL CORP SR UNSECURED GLOBAL ADJ NOTES Semi Annual 0 11/2/27	620,000	541,849	557,672
	CAPITAL ONE FINANCIAL CORP SR UNSECURED GLOBAL ADJ NOTES Semi Annual 0 6/8/29	80,000	80,000	82,073
	CAPITAL ONE FINANCIAL CORP SR UNSECURED GLOBAL ADJ NOTES Semi Annual 0 10/29/27	125,000	125,000	129,766
	CHESAPEAKE FNDG II LLC 2023-1A ABS SER.2023-1A CL.A1 Monthly 5.65 5/15/35	91,720	91,717	91,962
	CITIGROUP COM MTG TR 2016-C2 ABS SER.2016-C2 CL.AAB Monthly 2.71 8/10/49	288,665	295,634	280,678
	CITIGROUP INC SENIOR UNSECURED NOTES Semi Annual 0 1/10/28	914,000	869,022	883,827
	CITIGROUP INC SENIOR UNSECURED GLOBAL NOTES Semi Annual 3.52 10/27/28	369,000	327,273	348,987
	CITIGROUP INC SR UNSECURED GLOBAL ADJ NOTES Semi Annual 0 6/9/27	319,000	284,995	291,930
	CITIBANK CC ISSUANCE TRUST ABS SER.2023-A1 CL.A1 Semi Annual 5.23 12/8/27	675,000	674,915	680,255
	CITIGROUP COM MTG TR 2014-GC21 ABS SER.2014- GC21 CL.A4 Monthly 3.58 5/10/47	349,087	344,669	348,466

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

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	CITIBANK NA SENIOR UNSECURED NOTES Semi Annual 5.49 12/4/26	355,000	\$	355,000	\$	361,389
	CITIGROUP INC SUBORDINATED GLOBAL ADJ NOTES Semi Annual 0 5/25/34	105,000		105,000		108,651
	CITIZENS FINANCIAL GROUP INC SUBORDINATED GLOBAL ADJ NOTES Semi Annual 0 5/21/37	155,000		155,000		142,719
	CNO GLOBAL FUNDING SECURED NOTES Semi Annual 2.65 1/6/29	245,000		244,642		212,235
	CONAGRA BRANDS INC SENIOR UNSECURED GLOBAL NOTES Semi Annual 5.3 10/1/26	250,000		249,638		253,081
	CROWN CASTLE INTL CORP SENIOR UNSECURED GLOBAL NOTES Semi Annual 5.8 3/1/34	85,000		84,860		87,975
	DLMT LLC 2023-1A ABS SER.2023-1A CL.A3 Monthly 5.34 46468	140,000		139,978		139,865
	DTE ENERGY COMPANY SENIOR UNSECURED GLOBAL NOTES Semi Annual 4.22 11/1/24	180,000		180,013		177,902
	DTE ENERGY COMPANY SENIOR UNSECURED GLOBAL NOTES Semi Annual 4.88 6/1/28	378,000		360,529		381,277
	DAIMLER TRUCKS FINANCE NA LLC SENIOR UNSECURED NOTES Semi Annual 3.65 4/7/27	205,000		204,592		197,566
	DAIMLER TRUCK RETAIL TR 2023-1 ABS SER.2023-1 CL.A4 Monthly 5.93 12/16/30	105,000		104,997		107,145
	DANSKE BANK A/S SR PREFERRED ADJ NOTES Semi Annual 0 9/22/26	200,000		200,000		203,434
	DELL EQUIP FINANCE TR 2023-3 ABS SER.2023-3 CL.A3 Monthly 5.93 4/23/29	155,000		154,990		157,938
	DELL INT LLC / EMC CORP GLOBAL 1ST LIEN NOTES Semi Annual 4.9 10/1/26	185,000		193,579		185,294
	DISCOVER FINANCIAL SERVICES SR UNSECURED GLOBAL ADJ NOTES Semi Annual 0 11/2/34	90,000		90,000		100,123
	DISCOVERY COMMUNICATIONS LLC SENIOR UNSECURED GLOBAL NOTES Semi Annual 4.9 3/11/26	440,000		431,292		438,733
	DONLEN FLEET LEASE FNDG 2021-2 ABS SER.2021-2 CL.A2 Monthly 0.56 12/11/34	28,428		28,425		28,006
	DRIVE AUTO REC TR 2021-3 ABS SER.2021-3 CL.B Monthly 1.11 5/15/26	6,012		6,012		5,999
	EI DU PONT DE NEMOURS & CO SENIOR UNSECURED GLOBAL NOTES Semi Annual 4.5 5/15/26	115,000		114,853		114,550
	EPR PROPERTIES SENIOR UNSECURED GLOBAL NOTES Semi Annual 4.75 12/15/26	440,000		482,900		420,977
	EDISON INTERNATIONAL SENIOR UNSECURED GLOBAL NOTES Semi Annual 5.75 6/15/27	768,000		770,143		784,207
	EDISON INTERNATIONAL SENIOR UNSECURED GLOBAL NOTES Semi Annual 4.7 8/15/25	265,000		264,907		261,716
	ENERGY TRANSFER OPERATING LP SENIOR UNSECURED NOTES Semi Annual 4.75 1/15/26	913,000		896,055		907,033
	ENTERGY CORP SENIOR UNSECURED GLOBAL NOTES Semi Annual 0.9 9/15/25	170,000		169,330		158,076
	EQUIFAX INC SENIOR UNSECURED GLOBAL NOTES Semi Annual 5.1 6/1/28	75,000		74,777		75,621
	EQUITABLE FINANCIAL LIFE SECURED NOTES Semi Annual 5.5 12/2/25	180,000		179,955		179,994
	EVERSOURCE ENERGY SENIOR UNSECURED GLOBAL NOTES Semi Annual 4.6 7/1/27	553,000		543,488		548,504
	EVERSOURCE ENERGY SENIOR UNSECURED GLOBAL NOTES Semi Annual 5.95 2/1/29	140,000		139,842		146,616
	EXETER AUTO REC TRUST 2023-5A ABS SER.2023-5A CL.A3 Monthly 6.32 3/15/27	90,000		89,997		90,686
	F&G ANNUITIES & LIFE INC SENIOR UNSECURED GLOBAL NOTES Semi Annual 7.4 1/13/28	20,000		19,990		20,624
	EXPEDIA GROUP INC SENIOR UNSECURED NOTES Semi Annual 6.25 5/1/25	53,000		53,000		53,508
	EXTRA SPACE STORAGE INC SENIOR UNSECURED GLOBAL NOTES Semi Annual 3.5 7/1/26	481,000		484,282		461,635
	FMC CORP SENIOR UNSECURED GLOBAL NOTES Semi Annual 5.65 5/18/33	190,000		189,972		189,294
	FS KKR CAPITAL CORP SENIOR UNSECURED GLOBAL NOTES Semi Annual 3.13 10/12/28	135,000		134,571		117,651
	FS KKR CAPITAL CORP SENIOR UNSECURED GLOBAL NOTES Semi Annual 7.88 1/15/29	25,000		24,830		26,487
	F&G GLOBAL FUNDING SECURED NOTES Semi Annual 5.15 7/7/25	265,000		264,825		261,114
	FED CAISSES DESJARDINS SENIOR UNSECURED NOTES Semi Annual 5.7 3/14/28	260,000		259,932		267,564
	FELLS POINT FUNDING TR SENIOR UNSECURED NOTES Semi Annual 3.05 1/31/27	130,000		130,000		122,518
	FIFTH THIRD BANCORP SR UNSECURED GLOBAL ADJ NOTES Semi Annual 0 7/27/29	100,000		100,000		104,118
	FIRSTKEY HOMES TRUST 2021-SFR2 ABS SER.2021- SFR2 CL.A Monthly 1.38 9/17/26	687,254		687,233		614,274
	FLAGSHIP CREDIT AUTO TR 2022-4 ABS SER.2022-4 CL.A3 Monthly 6.32 6/15/27	20,000		19,999		20,199
	FORD CREDIT AUTO OWN TR 2023-2 ABS SER.2023-2 CL.A Monthly 5.28 2/15/36	215,000		214,929		219,583
	FORD MOTOR CREDIT CO LLC SENIOR UNSECURED GLOBAL NOTES Semi Annual 6.8 11/7/28	200,000		200,000		209,273
	FOURSIGHT CAP AUTO REC 2022-1 ABS SER.2022-1 CL.A3 Monthly 1.83 12/15/26	84,400		84,386		82,919
	FOX CORP SENIOR UNSECURED GLOBAL NOTES Semi Annual 6.5 10/13/33	165,000		163,687		178,604
	FRONTIER ISSUER LLC 2023-1 ABS SER.2023-1 CL.A2 Monthly 6.6 8/20/53	140,000		134,606		139,274
	GA GLOBAL FUNDING TRUST SECURED NOTES Semi Annual 2.25 1/6/27	195,000		194,945		177,008
	GATX CORP SENIOR UNSECURED GLOBAL NOTES Semi Annual 6.9 5/1/34	80,000		79,865		88,034
	GS MTG SECURITIES TR 2015-GC30 ABS SER.2015- GC30 CL.A4 Monthly 3.38 5/10/50	455,000		493,035		439,299
	GE HEALTHCARE TECH INC SENIOR UNSECURED GLOBAL NOTES Semi Annual 5.55 11/15/24	175,000		174,814		175,087
	GENERAL MOTORS FINL CO INC SENIOR UNSECURED GLOBAL NOTES Semi Annual 6.05 10/10/25	790,000		796,332		798,994
	GENERAL MOTORS FINL CO INC SENIOR UNSECURED GLOBAL NOTES Semi Annual 6 1/9/28	340,000		340,547		351,534
	GENERAL MOTORS FINL CO INC SENIOR UNSECURED GLOBAL NOTES Semi Annual 6.1 1/7/34	250,000		249,605		257,402
	GLOBAL PAYMENTS INC SENIOR UNSECURED GLOBAL NOTES Semi Annual 1.5 11/15/24	135,000		134,906		130,168
	GOLDMAN SACHS GROUP INC SR UNSECURED GLOBAL ADJ NOTES Semi Annual 0 10/21/27	669,000		605,318		612,015
	GOLDMAN SACHS GROUP INC SR UNSECURED GLOBAL ADJ NOTES Semi Annual 0 2/24/28	1,116,000		1,037,668		1,034,542
	GOLDMAN SACHS GROUP INC SR UNSECURED GLOBAL ADJ NOTES Semi Annual 0 8/10/26	360,000		360,000		363,478
	GOLUB CAPITAL BDC INC SENIOR UNSECURED GLOBAL NOTES Semi Annual 2.5 8/24/26	145,000		143,899		131,414
	GOLUB CAPITAL BDC INC SENIOR UNSECURED GLOBAL NOTES Semi Annual 7.05 12/5/28	50,000		49,464		52,414
	HCA INC 1ST LIEN GLOBAL NOTES Semi Annual 5.25 46188	381,000		371,959		382,857
	HSBC USA INC SENIOR UNSECURED GLOBAL NOTES Semi Annual 5.63 3/17/25	365,000		364,380		366,726
	HARLEY DAVIDSON FINL SVCS INC SENIOR UNSECURED NOTES Semi Annual 3.35 6/8/25	25,000		24,966		24,117
	HARLEY DAVIDSON FINL SVCS INC SENIOR UNSECURED NOTES Semi Annual 6.5 3/10/28	175,000		174,442		181,656
	HERCULES CAPITAL INC SENIOR UNSECURED NOTES Semi Annual 3.38 1/20/27	120,000		119,138		109,190
	HEWLETT PACKARD ENTERPRISE CO SENIOR UNSECURED GLOBAL NOTES Semi Annual 4.9 10/15/25	355,000		354,215		353,335
	HIGHWOODS REALTY LP SENIOR UNSECURED GLOBAL NOTES Semi Annual 7.65 2/1/34	55,000		54,270		59,334
	HOST HOTELS & RESORTS LP SENIOR UNSECURED GLOBAL NOTES Semi Annual 4 6/15/25	332,000		360,738		324,197
	HUDSON PACIFIC PROPERTIES SENIOR UNSECURED NOTES Semi Annual 5.95 2/15/28	100,000		99,614		88,384
	HUMANA INC SENIOR UNSECURED GLOBAL NOTES Semi Annual 5.75 12/1/28	135,000		134,771		141,112
	HUNTINGTON BANCSHARES SR UNSECURED GLOBAL ADJ NOTES Semi Annual 0 8/21/29	125,000		125,000		128,891
	HYATT HOTELS CORP SENIOR UNSECURED GLOBAL NOTES Semi Annual 5.38 4/23/25	388,000		440,539		388,430
	HYATT HOTELS CORP SENIOR UNSECURED GLOBAL NOTES Semi Annual 5.75 1/30/27	90,000		89,978		91,973
	HYUNDAI CAPITAL AMERICA SENIOR UNSECURED NOTES Semi Annual 2.1 9/15/28	85,000		84,907		74,299
	HYUNDAI CAPITAL AMERICA SENIOR UNSECURED NOTES Semi Annual 5.95 9/21/26	15,000		14,983		15,255

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, 2023

EIN: 75-1151701

Plan #: 001

(a) Party In Interest**		(b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment (shares)	(d) Cost*	(e) Current Value
		INVITATION HOME OPERATING LP SENIOR UNSECURED GLOBAL NOTES Semi Annual 2 8/15/31	60,000	\$ 59,038	\$ 47,746
		IQVIA INC SECURED NOTES Semi Annual 6.25 2/1/29	80,000	79,886	83,516
		JPMCC COMM MTG SEC TR 2015-JP1 ABS SER.2015-JP1 CL.ASB Monthly 3.73 1/15/49	353,592	375,802	345,863
		JPMCC COMM MTG SEC TR 2016-JP2 ABS SER.2016-JP2 CL.A3 Monthly 2.56 8/15/49	333,022	314,810	314,530
		JPMBB COMM MTG SEC TR 2014-C21 ABS SER.2014-C21 CL.ASB Monthly 3.43 8/15/47	17,237	17,991	17,161
		JPMORGAN CHASE & CO SR UNSEC GLOBAL ADJ NOTES Semi Annual 0 4/22/26	2,063,000	2,149,878	1,976,043
		JPMORGAN CHASE & CO SR UNSECURED GLOBAL ADJ NOTES Semi Annual 0 6/1/29	140,000	140,000	124,131
		JPMORGAN CHASE & CO SR UNSECURED GLOBAL ADJ NOTES Semi Annual 0 6/1/34	175,000	175,558	177,491
		JPMORGAN CHASE & CO SR UNSECURED GLOBAL ADJ NOTES Semi Annual 0 10/23/34	115,000	115,000	124,659
		JEFFERIES FINANCIAL GROUP INC SENIOR UNSECURED GLOBAL NOTES Semi Annual 5.88 7/21/28	115,000	114,353	117,921
		KIMCO REALTY CORP SENIOR UNSECURED NOTES Semi Annual 3.8 4/1/27	381,000	350,939	365,675
		LKQ CORP SENIOR UNSECURED NOTES Semi Annual 5.75 6/15/28	105,000	104,727	107,465
		LAD AUTO RCVBLS TRUST 2023-4A ABS SER.2023-4A CL.B Monthly 6.39 10/16/28	50,000	49,990	50,697
		M&T EQUIPMENT NOTES 2023-1A ABS SER.2023-1A CL.A3 Monthly 5.74 7/15/30	100,000	99,996	100,609
		MPLX LP SENIOR UNSECURED GLOBAL NOTES Semi Annual 4.88 12/1/24	354,000	369,735	351,980
		MACQUARIE GROUP LTD SENIOR UNSECURED ADJ NOTES Semi Annual 0 12/7/34	205,000	205,000	214,060
		MAIN STREET CAPITAL CORP SENIOR UNSECURED NOTES Semi Annual 3 7/14/26	75,000	76,306	68,678
		MARRIOTT INTERNATIONAL INC SENIOR UNSECURED GLOBAL NOTES Semi Annual 5.55 10/15/28	150,000	149,151	154,690
		MCKESSON CORPORATION SENIOR UNSECURED GLOBAL NOTES Semi Annual 1.3 8/15/26	80,000	79,638	73,347
		MICROCHIP TECHNOLOGY INC SECURED NOTES Semi Annual 0.97 2/15/24	70,000	70,000	69,582
		MICRON TECHNOLOGY INC SENIOR UNSECURED GLOBAL NOTES Semi Annual 6.75 11/1/29	170,000	174,398	183,700
		MORGAN STANLEY SR UNSECURED GLOBAL ADJ NOTES Semi Annual 0 7/20/29	240,000	240,000	244,548
		MORGAN STANLEY DIRECT LENDING SENIOR UNSECURED GLOBAL NOTES Semi Annual 4.5 2/11/27	75,000	74,824	72,270
		MUTUAL OF OMAHA GLOBAL SECURED NOTES Semi Annual 5.45 12/12/28	135,000	134,889	137,767
		MYLAN NV SENIOR UNSECURED GLOBAL NOTES Semi Annual 3.95 6/15/26	810,000	767,969	782,779
		NATIONAL BANK OF CANADA SENIOR UNSECURED NOTES Semi Annual 5.6 12/18/28	250,000	249,795	256,293
		NATIONAL RURAL UTILS COOP FIN SR UNSECURED MEDIUM TERM NOTES Semi Annual 5.6 11/13/26	145,000	144,949	148,793
		NATIONWIDE BUILDING SOCIETY SR NON PREFERRED ADJ NOTES Semi Annual 0 10/18/27	200,000	200,000	207,007
		NATWEST MARKETS PLC SENIOR UNSECURED NOTES Semi Annual 1.6 9/29/26	270,000	269,935	266,398
		NAVISTAR FINL DEALER TR 2023-1 ABS SER.2023-1 CL.A Monthly 6.18 8/25/28	50,000	49,993	50,483
		NEXTERA ENERGY CAPITAL SENIOR UNSECURED GLOBAL NOTES Semi Annual 5.75 9/1/25	150,000	149,970	151,419
		NISSAN MOTOR ACCEPTANCE SENIOR UNSECURED NOTES Semi Annual 7.05 9/15/28	65,000	64,935	68,577
		NORFOLK SOUTHERN CORP SENIOR UNSECURED GLOBAL NOTES Semi Annual 5.05 8/1/30	115,000	114,765	117,739
		NORTHWESTERN MUTUAL GLBL FNDG SECURED NOTES Semi Annual 4.9 6/12/28	185,000	184,943	185,677
		O REILLY AUTOMOTIVE INC SENIOR UNSECURED GLOBAL NOTES Semi Annual 5.75 11/20/26	80,000	79,963	81,917
		ORACLE CORP SENIOR UNSECURED GLOBAL NOTES Semi Annual 2.65 7/15/26	325,000	323,645	308,157
		ORACLE CORP SENIOR UNSECURED GLOBAL NOTES Semi Annual 2.8 4/1/27	557,000	505,288	525,385
		OWL ROCK TECHNOLOGY FINANCE SENIOR UNSECURED NOTES Semi Annual 4.75 12/15/25	150,000	159,995	141,847
		OWL ROCK CORE INCOME CORP SENIOR UNSECURED NOTES Semi Annual 7.95 6/13/28	105,000	104,321	108,835
		BLUE OWL CAPITAL CORP I SENIOR UNSECURED NOTES Semi Annual 8.45 11/15/26	55,000	54,655	56,663
		BLUE OWL CAPITAL CORP SENIOR UNSECURED GLOBAL NOTES Semi Annual 3.75 7/22/25	60,000	63,129	57,469
		BLUE OWL CAPITAL CORP SENIOR UNSECURED NOTES Semi Annual 4.25 1/15/26	45,000	44,664	43,479
		PNC FINANCIAL SERVICES GROUP SR UNSECURED GLOBAL ADJ NOTES Semi Annual 0 6/12/29	240,000	240,000	245,120
		PACCAR FINANCIAL CORP SR UNSECURED MEDIUM TERM NOTES Semi Annual 5.2 11/9/26	175,000	174,865	178,281
		PENSKE TRUCK LEASING CO LP SENIOR UNSECURED NOTES Semi Annual 4 7/15/25	105,000	104,660	102,691
		PENSKE TRUCK LEASING CO LP SENIOR UNSECURED NOTES Semi Annual 6.05 8/1/28	28,000	27,929	29,022
		PEPSICO INC SENIOR UNSECURED GLOBAL NOTES Semi Annual 5.13 11/10/26	110,000	109,970	112,325
		PHILIP MORRIS INTL INC SENIOR UNSECURED GLOBAL NOTES Semi Annual 5.13 2/15/30	55,000	55,311	55,898
		PHILIP MORRIS INTL INC SENIOR UNSECURED GLOBAL NOTES Semi Annual 5.5 9/7/30	125,000	123,538	129,548
		PHILLIPS 66 SENIOR UNSECURED GLOBAL NOTES Semi Annual 4.95 12/1/27	130,000	129,698	131,092
		PIONEER NATURAL RESOURCES CO SENIOR UNSECURED NOTES Semi Annual 5.1 3/29/26	110,000	109,946	110,802
		PLAINS ALL AMERN PIPELINE LP SENIOR UNSECURED GLOBAL NOTES Semi Annual 4.5 12/15/26	555,000	527,239	547,835
		PROGRESS RESIDENT TR 2020-SFR1 ABS SER.2020- SFR1 CL.A Monthly 1.73 4/17/37	919,882	925,344	876,388
		PROGRESS RESIDENT TR 2020-SFR1 ABS SER.2020- SFR1 CL.C Monthly 2.18 4/17/37	655,000	667,486	622,509
		PROGRESS RESIDENT TR 2021-SFR8 ABS SER.2021- SFR8 CL.C Monthly 1.93 10/17/38	385,000	382,744	344,908
		QORVO INC SENIOR UNSECURED GLOBAL NOTES Semi Annual 1.75 12/15/24	50,000	49,966	47,973
		RAYTHEON TECHNOLOGIES CORP SENIOR UNSECURED GLOBAL NOTES Semi Annual 6.1 3/15/34	130,000	129,756	141,082
		REGIONS FINANCIAL CORP SENIOR UNSECURED GLOBAL NOTES Semi Annual 2.25 5/18/25	577,000	563,206	549,899
		RELiance STANDARD LIFE GLOBAL SECURED NOTES Semi Annual 5.24 2/2/26	55,000	55,000	54,507
		REPUBLIC SERVICES INC SENIOR UNSECURED GLOBAL NOTES Semi Annual 2.5 8/15/24	225,000	224,640	220,722
		REPUBLIC SERVICES INC SENIOR UNSECURED GLOBAL NOTES Semi Annual 5 12/15/33	70,000	69,602	71,354
		RGA GLOBAL FUNDING SECURED NOTES Semi Annual 2.7 1/18/29	125,000	124,874	110,876
		RYDER SYSTEM INC SENIOR UNSECURED GLOBAL NOTES Semi Annual 6.3 12/1/28	130,000	129,938	137,835
		SCF EQUIPMENT TR LLC 2023-1A ABS SER.2023-1A CL.A2 Monthly 6.56 1/22/30	250,000	249,997	251,645
		SCF EQUIPMENT TR LLC 2022-1A ABS SER.2022-1A CL.A3 Monthly 2.92 7/20/29	103,041	103,025	100,451
		SABINE PASS LIQUEFACTION LLC SECURED NOTES Semi Annual 5.88 6/30/26	527,000	531,580	536,484
		SANTANDER HOLDINGS USA SR UNSECURED GLOBAL ADJ NOTES Semi Annual 0 11/9/31	100,000	100,000	108,210
		SANTANDER DR AUTO RE TR 2023-5 ABS SER.2023-5 CL.B Monthly 6.16 12/17/29	120,000	119,970	122,689
		SANTANDER DR AUTO RE TR 2023-4 ABS SER.2023-4 CL.B Monthly 5.77 12/15/28	115,000	114,975	116,572
		SEMPRA ENERGY SENIOR UNSECURED GLOBAL NOTES Semi Annual 5.4 8/1/26	35,000	34,869	35,458
		SOUTHERN CO SENIOR UNSECURED GLOBAL NOTES Semi Annual 3.25 7/1/26	406,000	382,074	391,653
		SOUTHWEST AIRLINES CO SENIOR UNSECURED GLOBAL NOTES Semi Annual 5.25 5/4/25	362,000	417,647	361,876
		SPRINT SPECTRUM 1ST LIEN NOTES Quarterly 4.74 45736	71,875	76,288	71,252
		STANDARD CHARTERED PLC SENIOR UNSECURED NOTES Semi Annual 7.02 2/8/30	320,000	319,859	337,701

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	SWEDBANK AB SENIOR PREFERRED NOTES Semi Annual 5.47 6/15/26	200,000	\$ 200,000	\$ 202,691
	SYNCHRONY BANK SENIOR UNSECURED NOTES Semi Annual 5.4 8/22/25	250,000	249,740	246,246
	SYSCO CORP SENIOR UNSECURED GLOBAL NOTES Semi Annual 3.25 7/15/27	584,000	541,707	558,219
	T-MOBILE USA INC 1ST LIEN GLOBAL NOTES Semi Annual 3.75 4/15/27	571,000	539,909	553,828
	TAKE TWO INTERACTIVE SOFTWARE SENIOR UNSECURED GLOBAL NOTES Semi Annual 4.95 3/28/28	55,000	54,956	55,408
	TAPESTRY INC SENIOR UNSECURED GLOBAL NOTES Semi Annual 7.7 11/27/30	285,000	284,179	300,021
	TARGA RESOURCES CORP SENIOR UNSECURED GLOBAL NOTES Semi Annual 6.15 3/1/29	75,000	74,834	78,427
	TEXTRON INC SENIOR UNSECURED GLOBAL NOTES Semi Annual 6.1 11/15/33	65,000	64,884	69,326
	THERMO FISHER SCIENTIFIC INC SENIOR UNSECURED GLOBAL NOTES Semi Annual 5 1/31/29	115,000	114,738	118,041
	TOYOTA MOTOR CREDIT CORP SENIOR UNSECURED GLOBAL NOTES Semi Annual 5 8/14/26	65,000	64,921	65,778
	TRUSTAGE FINANCIAL GROUP SENIOR UNSECURED NOTES Semi Annual 4.63 4/15/32	65,000	64,529	56,610
	TRUIST FINANCIAL CORP SR UNSEC ADJ MED TERM NOTES Semi Annual 0 1/26/34	150,000	150,000	145,245
	TRUIST FINANCIAL CORP SR UNSEC ADJ MED TERM NOTES Semi Annual 0 6/8/27	260,000	260,000	264,579
	TRUIST FINANCIAL CORP SR UNSEC ADJ MED TERM NOTES Semi Annual 0 10/30/29	110,000	110,000	118,804
	UBS COMMERCIAL MTG TR 2017-C5 ABS SER.2017-C5 CL.ASB Monthly 3.35 11/15/50	390,773	423,011	376,553
	UNILEVER CAPITAL CORP SENIOR UNSECURED GLOBAL NOTES Semi Annual 5 12/8/33	125,000	123,943	129,657
	US BANCORP SR UNSECURED GLOBAL ADJ NOTES Semi Annual 0 6/12/29	448,000	448,000	460,255
	VANTAGE DATA CNTRS LLC 2020-1A ABS SER.2020-1A CL.A2 Monthly 1.65 9/15/45	566,000	548,091	523,325
	VMWARE INC SENIOR UNSECURED GLOBAL NOTES Semi Annual 1.4 8/15/26	457,000	399,761	418,010
	WEC ENERGY GROUP INC SENIOR UNSECURED NOTES Semi Annual 4.75 1/9/26	180,000	179,791	179,293
	WELLS FARGO & CO SR UNSECURED GLOBAL ADJ NOTES Semi Annual 0 3/24/28	877,000	811,742	836,674
	WELLS FARGO & CO SR UNSECURED GLOBAL ADJ NOTES Semi Annual 0 7/25/29	1,027,000	1,014,706	1,048,637
	WHEELS FLEET LEAS FNDG 2023-2A ABS SER.2023-1A CL.A Monthly 5.8 4/18/38	175,000	174,992	175,498
	WHIRLPOOL CORP SENIOR UNSECURED GLOBAL NOTES Semi Annual 5.5 3/1/33	25,000	24,979	25,452
	WILLIAMS COMPANIES INC SENIOR UNSECURED GLOBAL NOTES Semi Annual 5.4 3/2/26	145,000	144,865	146,449
	WILLIAMS PARTNERS LP SENIOR UNSECURED GLOBAL NOTES Semi Annual 4 9/15/25	367,000	359,047	360,199
	WORLD OMNI AUTO LEASE 2023-A ABS SER.2023-A CL.A3 Monthly 5.07 9/15/26	85,000	84,997	84,976
	Total Corporate Debt-Other			\$ 57,197,387
	Corporate Debt-Preferred			
	AIG GLOBAL FUNDING SECURED NOTES Semi Annual 0.9 9/22/25	80,000	\$ 79,934	\$ 74,258
	COREBRIDGE GLOBAL FUNDING SECURED NOTES Semi Annual 5.75 7/2/26	105,000	104,895	106,334
	ALLY AUTO REC TR 2022-3 ABS SER.2022-3 CL.A3 Monthly 5.07 4/15/27	65,000	64,996	64,976
	AMERICAN CREDIT ACCEPT 2022-4 ABS SER.2022-4 CL.C Monthly 7.86 2/15/29	20,000	19,996	20,248
	AMERICAN CREDIT ACCEPT 2023-4 ABS SER.2023-4 CL.B Monthly 6.63 2/14/28	55,000	54,998	55,472
	AMERICAN CREDIT ACCEPT 2023-3 ABS SER.2023-3 CL.C Monthly 6.44 10/12/29	85,000	84,989	85,749
	AMERICAN CREDIT ACCEPT 2020-4 ABS SER.2020-4 CL.C Monthly 1.31 12/14/26	2,920	2,920	2,915
	AMERICREDIT AUTO REC TR 2022-2 ABS SER.2022-2 CL.A3 Monthly 4.38 4/18/28	80,000	79,984	79,223
	AMERICREDIT AUTO REC TR 2021-2 ABS SER.2021-2 CL.B Monthly 0.69 1/19/27	105,000	104,991	101,430
	AMERICREDIT AUTO REC TR 2023-1 ABS SER.2023-1 CL.B Monthly 5.57 3/20/28	210,000	209,956	211,100
	BANK OF AMERICA CC TR 2022-A2 ABS SER.2022-A2 CL.A2 Monthly 5 4/17/28	705,000	711,802	709,068
	BANK OF NEW YORK MELLON CORP SR UNSECURED GLOBAL ADJ NOTES Semi Annual 0 4/26/27	190,000	190,000	190,057
	BANK OF AMERICA NA SENIOR UNSECURED NOTES Semi Annual 5.53 8/18/26	250,000	250,000	254,615
	BRIDGESTECREST AUTO SEC TR 2023-1 ABS SER.2023-1 CL.A3 Monthly 6.51 11/15/27	205,000	204,974	207,397
	BRIGHTHOUSE FINANCIAL GLBL FND SECURED NOTES Semi Annual 1.75 1/13/25	215,000	214,725	206,490
	CAPITAL ONE MU EX TR 2022-A3 ABS SER.2022-A3 CL.A Monthly 4.95 10/15/27	715,000	719,497	716,944
	CARGILL INC SENIOR UNSECURED NOTES Semi Annual 4.5 6/24/26	70,000	69,861	69,858
	CARMAX AUTO OWNER TRUST 2023-2 ABS SER.2023-2 CL.A3 Monthly 5.05 1/18/28	260,000	259,972	260,349
	CARMAX AUTO OWNER TRUST 2021-2 ABS SER.2021-2 CL.A4 Monthly 0.81 12/15/26	1,185,000	1,184,929	1,121,773
	CARMAX AUTO OWNER TRUST 2023-3 ABS SER.2023-3 CL.A3 Monthly 5.28 5/15/28	35,000	35,000	35,373
	CARVANA AUTO REC TR 2021-N4 ABS SER.2021-N4 CL.C Monthly 1.72 9/11/28	18,071	18,070	17,034
	CARVANA AUTO REC TR 2023-P4 ABS SER.2023-P4 CL.A3 Monthly 6.16 10/10/28	100,000	99,993	101,852
	CARVANA AUTO REC TR 2023-P1 ABS SER.2023-P1 CL.A3 Monthly 5.98 12/10/27	190,000	189,965	190,926
	CARVANA AUTO REC TR 2023-N1 ABS SER.2023-N1 CL.A Monthly 6.36 4/12/27	147,657	147,651	147,994
	CATERPILLAR FIN SERVICES CORP SENIOR UNSECURED GLOBAL NOTES Semi Annual 4.35 5/15/26	80,000	79,962	79,830
	CATERPILLAR FIN SERVICES CORP SENIOR UNSECURED GLOBAL NOTES Semi Annual 5.15 8/11/25	140,000	139,985	140,988
	CREDIT ACCEPTANCE AUTO 2023-1A ABS SER.2023-1A CL.A Monthly 6.48 3/15/33	250,000	249,984	252,898
	CREDIT ACCEPTANCE AUTO 2023-2A ABS SER.2023-2A CL.B Monthly 6.61 7/15/33	210,000	209,976	209,842
	DT AUTO OWNER TRUST 2020-2A ABS SER.2020-2A CL.C Monthly 3.28 3/16/26	3,836	3,835	3,831
	DT AUTO OWNER TRUST 2022-3A ABS SER.2022-3A CL.B Monthly 6.74 7/17/28	120,000	120,000	120,975
	DT AUTO OWNER TRUST 2023-2A ABS SER.2023-2A CL.B Monthly 5.41 2/15/29	85,000	84,994	84,567
	DANSKE BANK A/S SENIOR PREFERRED NOTES Semi Annual 0.98 9/10/25	260,000	260,000	251,440
	DENSO CORP SENIOR UNSECURED NOTES Semi Annual 1.24 9/16/26	200,000	200,000	181,362
	DT AUTO OWNER TRUST 2020-3A ABS SER.2020-3A CL.C Monthly 1.47 6/15/26	30,332	30,330	30,013
	DT AUTO OWNER TRUST 2021-4A ABS SER.2021-4A CL.C Monthly 1.5 9/15/27	100,000	99,997	96,215
	ENTERPRISE FLEET FIN 2022-3 ABS SER.2022-3 CL.A2 Monthly 4.38 7/20/29	38,306	38,301	37,882
	ENTERPRISE FLEET FIN 2023-2 ABS SER.2023-2 CL.A2 Monthly 5.56 4/22/30	100,000	99,983	100,270
	EXETER AUTO REC TRUST 2021-4A ABS SER.2021-4A CL.B Monthly 1.05 5/15/26	4,221	4,220	4,216
	EXETER AUTO REC TRUST 2022-5A ABS SER.2022-5A CL.B Monthly 5.97 3/15/27	175,000	174,563	174,651
	EXETER AUTO REC TRUST 2023-1A ABS SER.2023-1A CL.B Monthly 5.72 4/15/27	90,000	89,993	89,888
	EXXON MOBIL CORP SENIOR UNSECURED GLOBAL NOTES Semi Annual 3.48 3/19/30	235,000	235,000	223,406
	FLAGSHIP CREDIT AUTO TR 2023-1 ABS SER.2023-1 CL.A3 Monthly 5.01 8/16/27	105,000	104,992	104,399
	FLAGSHIP CREDIT AUTO TR 2023-2 ABS SER.2023-2 CL.C Monthly 5.81 5/15/29	110,000	109,995	110,187
	FLAGSHIP CREDIT AUTO TR 2021-2 ABS SER.2021-2 CL.B Monthly 0.93 6/15/27	61,496	61,496	60,648

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	FLAGSHIP CREDIT AUTO TR 2020-4 ABS SER.2020-4 CL.C Monthly 1.28 2/16/27	39,628	\$ 39,618	\$ 38,822
	FORD CREDIT AUTO OWN TR 2021-1 ABS SER.2021-1 CL.A Monthly 1.37 10/17/33	140,000	139,999	129,402
	FOURSIGHT CAP AUTO REC 2022-2 ABS SER.2022-2 CL.A3 Monthly 4.59 6/15/27	100,000	100,000	98,919
	GECU AUTO RCVBLS TR 2023-1A ABS SER.2023-1A CL.A3 Monthly 5.63 8/15/28	100,000	99,984	100,759
	GLS AUTO REC TRUST 2020-4A ABS SER.2020-4A CL.C Monthly 1.14 11/17/25	2,648	2,647	2,642
	GLS AUTO REC TRUST 2021-4A ABS SER.2021-4A CL.B Monthly 1.53 4/15/26	143,582	143,555	142,250
	GREAT-WEST LIFECO US FI SENIOR UNSECURED NOTES Semi Annual 0.9 8/12/25	185,000	185,000	172,760
	HYUNDAI AUTO LEASE SEC 2023-B ABS SER.2023-B CL.A3 Monthly 5.15 6/15/26	100,000	99,998	100,002
	HYUNDAI AUTO REC TR 2021-A ABS SER.2021-A CL.B Monthly 1.09 5/17/27	720,000	719,904	678,682
	JACKSON NATL LIFE GLBL FUNDING SECURED NOTES Semi Annual 1.75 1/12/25	235,000	234,960	225,283
	JP MORGAN CHASE BANK NA SENIOR UNSECURED NOTES Semi Annual 5.11 12/8/26	360,000	360,000	363,230
	KAISER FOUNDATION HOSPITALS SENIOR UNSECURED NOTES Semi Annual 3.15 5/1/27	425,000	423,449	406,446
	MERCEDES-BENZ FINANCE NA LLC SENIOR UNSECURED NOTES Semi Annual 5.1 8/3/28	150,000	149,823	152,897
	NATIONAL AUSTRALIA BANK/NY SENIOR UNSECURED NOTES Semi Annual 4.9 6/13/28	250,000	249,573	252,929
	NAVIENT STUDENT LN TR 2020-GA ABS SER.2020-GA CL.A Monthly 1.17 9/16/69	25,884	25,880	23,171
	PRESTIGE AUTO REC TR 2023-1A ABS SER.2023-1A CL.C Monthly 5.65 2/15/28	85,000	85,000	84,646
	PRESTIGE AUTO REC TR 2021-1A ABS SER.2021-1A CL.C Monthly 1.53 2/15/28	115,000	114,979	109,489
	PROTECTIVE LIFE GLOBAL FUNDING SECURED NOTES Semi Annual 1.65 1/13/25	290,000	290,000	278,796
	PUBLIC SERVICE ELECTRIC SECURED 1ST MTG MED TERM NOTES Semi Annual 2.25 9/15/26	520,000	518,289	490,186
	RELiance STANDARD LIFE GLOBAL SECURED NOTES Semi Annual 2.75 5/7/25	210,000	209,087	201,789
	RGA GLOBAL FUNDING SECURED NOTES Semi Annual 6 47078	70,000	69,908	72,577
	SFS AUTO RCVBLS SEC TR 2023-1A ABS SER.2023-1A CL.A3 Monthly 5.47 10/20/28	90,000	89,991	90,915
	SANTANDER DR AUTO RE TR 2023-3 ABS SER.2023-3 CL.C Monthly 5.77 11/15/30	35,000	34,994	35,443
	SANTANDER DR AUTO RE TR 2022-4 ABS SER.2022-4 CL.B Monthly 4.42 11/15/27	130,000	129,970	128,419
	SANTANDER DR AUTO RE TR 2023-1 ABS SER.2023-1 CL.C Monthly 5.09 5/15/30	25,000	24,996	24,797
	SANTANDER DR AUTO RE TR 2022-5 ABS SER.2022-5 CL.B Monthly 4.43 3/15/27	70,000	69,986	69,170
	SREIT TRUST 2021-PALM ABS FLOAT SER.2021-PALM CL.A Monthly 0 10/15/34	265,000	263,818	259,011
	STATE STREET CORP SENIOR UNSECURED GLOBAL NOTES Semi Annual 5.27 8/3/26	85,000	85,000	86,235
	STATE STREET CORP SR UNSECURED GLOBAL ADJ NOTES Semi Annual 0 11/21/29	175,000	175,000	180,950
	TEXAS INSTRUMENTS INC SENIOR UNSECURED GLOBAL NOTES Semi Annual 4.6 2/15/28	375,000	384,015	381,002
	TORONTO DOMINION BANK SENIOR UNSECURED GLOBAL NOTES Semi Annual 5.52 7/17/28	60,000	60,000	61,772
	TOTAL CAPITAL INTL SA SENIOR UNSECURED GLOBAL NOTES Semi Annual 2.43 1/10/25	140,000	140,000	136,577
	TOYOTA MOTOR CREDIT CORP SENIOR UNSECURED GLOBAL NOTES Semi Annual 5.25 9/11/28	135,000	134,765	139,787
	TOYOTA MOTOR CREDIT CORP SENIOR UNSECURED GLOBAL NOTES Semi Annual 5.55 11/20/30	85,000	84,771	89,550
	TOYOTA AUTO LN EXTEND 2020-1A ABS SER.2020-1A CL.A Monthly 1.35 5/25/33	130,000	129,993	123,390
	USAA CAPITAL CORP SENIOR UNSECURED NOTES Semi Annual 3.38 5/1/25	150,000	149,510	146,836
	UNITED AUTO CR SEC TR 2022-2 ABS SER.2022-2 CL.C Monthly 5.81 5/10/27	75,000	74,640	74,579
	VERIZON MASTER TRUST 2023-7 ABS SER.2023-7 CL.A1A Monthly 5.67 11/20/29	1,055,000	1,063,350	1,082,629
	WESTLAKE AUTO REC TR 2023-3A ABS SER.2023-3A CL.C Monthly 6.02 9/15/28	145,000	144,990	145,480
	WESTLAKE AUTO REC TR 2021-2A ABS SER.2021-2A CL.B Monthly 0.62 7/15/26	840,440	840	839
	WESTLAKE AUTO REC TR 2021-3A ABS SER.2021-3A CL.C Monthly 1.58 1/15/27	270,000	269,964	261,885
	WORLD OMNI SELECT AUTO 2021-A ABS SER.2021-A CL.B Monthly 0.85 8/16/27	95,000	94,978	90,734
	WORLD OMNI AUTO REC TR 2021-C ABS SER.2021-C CL.B Monthly 0.84 9/15/27	750,000	749,787	695,043
	Total Corporate Debt - Preferred			\$ 15,819,663
Corporate Stocks - Common				
	ABB LIMITED COMMON STOCK - SPONSORED ADR 0	9,641	\$ 192,200	\$ 427,096
	AIA GROUP LTD COMMON STOCK - ADR 0	16,937	635,461	587,206
	ADVANTEST CORP COMMON STOCK - ADR 0	7,569	236,379	255,454
	AGILENT TECHNOLOGIES INC COMMON STOCK 0	1,780	223,987	247,473
	AIR LIQUIDE COMMON STOCK - UNSPONSORED ADR 0	12,856	382,832	500,741
	AIRBUS SE COMMON STOCK - UNSPONSORED ADR 0	12,601	348,018	486,021
	ALBEMARLE CORP COMMON STOCK 0	213,000	44,237	30,774
	ALIGN TECHNOLOGY INC COMMON STOCK 0	344,000	110,381	94,256
	ALLEGHENY TECHNOLOGIES INC COMMON STOCK 0	5,004	180,411	227,532
	ALLSTATE CORP COMMON STOCK 0	3,520	402,069	492,730
	AMETEK INC COMMON STOCK 0	5,110	493,425	842,588
	AMPHENOL CORP COMMON STOCK CL.A 0	1,198	76,152	118,758
	APOLLO GLOBAL MANAGEMENT INC COMMON STOCK 0	4,027	294,636	375,276
	ARISTA NETWORKS INC COMMON STOCK 0	854,000	149,378	201,126
	ARRAY TECHNOLOGIES INC COMMON STOCK 0	8,906	189,776	149,621
	ARROW ELECTRONICS INC COMMON STOCK 0	8,930	709,307	1,091,693
	ASHTREAD GROUP PLC COMMON STOCK - UNSPONSORED ADR 0	3,080	722,196	875,490
	ASICS CORP COMMON STOCK - UNSPONSORED ADR 0	8,166	133,712	256,412
	ATMOS ENERGY CORP COMMON STOCK 0	8,130	781,445	942,267
	BP PLC COMMON STOCK - SPONSORED ADR 0	17,530	525,036	620,562
	BWX TECHNOLOGIES INC COMMON STOCK 0	2,546	183,465	195,355
	BANDAI NAMCO HOLDINGS INC COMMON STOCK - ADR 0	19,900	246,520	198,602
	BANK OF AMERICA CORP COMMON STOCK 0	21,400	580,787	720,538
	BEACON ROOFING SUPPLY INC COMMON STOCK 0	2,414	179,844	210,066
	BECTON DICKINSON & CO COMMON STOCK 0	4,810	1,189,065	1,172,822
	BERKSHIRE HATHAWAY INC COMMON STOCK CL.B 0	2,640	621,940	941,582
	BILL.COM HOLDINGS INC COMMON STOCK 0	470,000	53,798	38,347
	BIOMARIN PHARMACEUTICAL INC COMMON STOCK 0	758,000	62,519	73,086

MARY KAY INC. PROFIT SHARING AND 401(k) PLAN
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	BORGWARNER INC COMMON STOCK 0	2,326	\$ 103,531	\$ 83,387
	BOYD GAMING CORP COMMON STOCK 0	2,031	126,403	127,161
	BRIGHT HORIZONS FAMILY SOLUTNS COMMON STOCK 0	1,580	157,178	148,899
	BROOKFIELD CORP COMMON STOCK 0	40,880	1,344,894	1,640,106
	BUILDERS FIRSTSOURCE INC COMMON STOCK 0	1,846	169,356	308,171
	BUREAU VERITAS SA COMMON STOCK - ADR 0	7,892	465,670	399,730
	BURLINGTON STORES COMMON STOCK 0	978,000	170,196	190,201
	CBRE GROUP INC COMMON STOCK CL.A 0	10,650	765,612	991,409
	COTERRA ENERGY INC COMMON STOCK 0	5,808	169,454	148,220
	CAESARS ENTERTAINMENT INC COMMON STOCK 0	2,550	141,929	119,544
	CAPGEMINI SE COMMON STOCK - UNSPONSORED ADR 0	8,105	295,949	339,194
	CARLSBERG AS COMMON STOCK - SPONSORED ADR 0	9,896	272,888	247,647
	CARMAX INC COMMON STOCK 0	14,540	1,270,800	1,115,800
	CARLYLE GROUP INC/THE COMMON STOCK 0	1,891	78,204	76,945
	CHIPOTLE MEXICAN GRILL INC COMMON STOCK 0	83,000	146,386	189,818
	CINTAS CORPORATION COMMON STOCK 0	188,000	81,435	113,300
	COGNIZANT TECH SOLUTIONS CORP COMMON STOCK 0	3,039	212,738	229,536
	COMPAGNIE FINANCIERE RICHEMONT COMMON STOCK - ADR 0	28,987	397,178	399,296
	COMPASS GROUP PLC COMMON STOCK - SPONSORED ADR 0	21,867	454,721	608,121
	CONOCOPHILLIPS COMMON STOCK 0	10,360	1,092,737	1,202,485
	CONTINENTAL AG COMMON STOCK - SPONSORED ADR 0	48,431	443,324	409,242
	COSTAR GROUP INC COMMON STOCK 0	956,000	81,045	83,545
	COVESTRO AG COMMON STOCK - ADR 0	9,799	233,239	286,288
	CROWDSTRIKE HOLDINGS INC COMMON STOCK CL.A 0	1,294	227,826	330,384
	CROWN CASTLE INTL CORP COMMON STOCK 0	7,200	640,134	829,368
	DBS GROUP HOLDINGS COMMON STOCK - ADR 0	2,502	190,830	253,353
	DAIKIN INDUSTRIES LTD COMMON STOCK - ADR 0	23,236	439,881	375,726
	DAIWA HOUSE INDUSTRY CO LTD COMMON STOCK - UNSPONSORED ADR 0	10,093	253,037	304,304
	DENTSPLY SIRONA INC COMMON STOCK 0	35,370	1,609,569	1,258,818
	DEXCOM INC COMMON STOCK 0	2,479	246,770	307,619
	DISCO CORP COMMON STOCK - ADR 0	14,892	146,888	368,130
	DISCOVER FINANCIAL SERVICES COMMON STOCK 0	9,670	975,429	1,086,908
	DOLLAR GENERAL CORP COMMON STOCK 0	1,142	169,576	155,255
	DOMINO'S PIZZA INC COMMON STOCK 0	428,000	148,133	176,434
	EOG RESOURCES INC COMMON STOCK 0	7,750	838,022	937,363
	EAGLE MATERIALS INC COMMON STOCK 0	1,049	167,844	212,779
	ENGIE SA COMMON STOCK - SPONSORED ADR 0	44,495	582,911	782,445
	EPAM SYSTEMS INC COMMON STOCK 0	912,000	258,997	271,174
	EQUIFAX INC COMMON STOCK 0	600,000	110,565	148,374
	EXACT SCIENCES CORP COMMON STOCK 0	1,291	105,017	95,508
	EXPERIAN PLC COMMON STOCK - ADR 0	5,366	195,247	218,611
	FAIR ISAAC CORP COMMON STOCK 0	230,000	116,074	267,722
	FANUC CORPORATION COMMON STOCK - UNSPONSORED ADR 0	21,440	300,558	313,667
	FNF GROUP COMMON STOCK 0	27,400	1,029,842	1,397,948
	FIRST INDUSTRIAL REALTY TRUST COMMON STOCK 0	1,722	86,390	90,698
	FLOOR & DECOR HOLDINGS INC COMMON STOCK CL.A 0	218,000	18,941	24,320
	GE HEALTHCARE TECHNOLOGIES INC COMMON STOCK 0	676,000	43,687	52,268
	GARTNER INC COMMON STOCK 0	194,000	82,865	87,515
	GILDAN ACTIVEWEAR INC COMMON STOCK 0	46,935	1,121,932	1,551,671
	GLOBAL PAYMENTS INC COMMON STOCK 0	1,413	182,747	179,451
	GLOBE LIFE INC COMMON STOCK 0	9,800	946,762	1,192,856
	GUIDEWIRE SOFTWARE INC COMMON STOCK 0	2,085	171,245	227,348
	HCA HOLDINGS INC COMMON STOCK 0	4,170	748,762	1,128,736
	HSBC HOLDINGS PLC COMMON STOCK - SPONSORED ADR 0	13,899	456,440	563,465
	HALMA PLC COMMON STOCK - ADR 0	3,898	185,601	225,772
	HANESBRANDS INC COMMON STOCK 0	79,450	1,129,253	354,347
	HASBRO INC COMMON STOCK 0	18,450	1,225,895	942,057
	HENKEL AG & CO KGAA COMMON STOCK - ADR 0	14,200	262,532	285,331
	HOLOGIC INC COMMON STOCK 0	2,397	179,411	171,266
	HOYA CORP COMMON STOCK - ADR 0	3,521	373,427	438,435
	HUBSPOT INC COMMON STOCK 0	336,000	126,391	195,061
	HUMANA INC COMMON STOCK 0	338,000	168,380	154,740
	HUNT J B TRANS SVCS INC COMMON STOCK 0	579,000	116,920	115,649
	IMCD NV COMMON STOCK - ADR 0	3,088	223,191	271,590
	IDEXX LABS INC COMMON STOCK 0	509,000	222,643	282,520
	ING GROEP NV COMMON STOCK 0	29,238	376,576	439,155
	INGREDION INC COMMON STOCK 0	5,038	466,423	546,774
	INSPIRE MEDICAL SYSTEMS INC COMMON STOCK 0	1,502	251,357	305,552
	IQVIA HOLDINGS INC COMMON STOCK 0	561,000	111,876	129,804
	JPMORGAN CHASE & CO COMMON STOCK 0	7,900	913,947	1,343,790
	JOHNSON & JOHNSON COMMON STOCK 0	6,523	1,018,636	1,022,415
	KBC GROEP NV COMMON STOCK - UNSPONSORED ADR 0	9,679	324,092	314,374
	KBR INC COMMON STOCK 0	6,248	314,917	346,202
	KLA TENCOR CORP COMMON STOCK 0	206,000	82,688	119,748

MARY KAY INC. PROFIT SHARING AND 401(k) PLAN
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	KKR & CO INC COMMON STOCK CL.A 0	3,548	\$ 214,614	\$ 293,952
	KENVUE INC COMMON STOCK 0	21,657	451,325	466,275
	KNIGHT SWIFT TRANSPORTATION HO COMMON STOCK 0	1,721	95,913	99,216
	KRAFT HEINZ COMPANY/THE COMMON STOCK 0	23,900	810,552	883,822
	LKQ CORP COMMON STOCK 0	16,300	811,404	778,977
	L3HARRIS TECHNOLOGIES INC COMMON STOCK 0	664,000	130,840	139,852
	LABORATORY CORP AMERICA HLDGS COMMON STOCK 0	4,760	933,569	1,081,900
	LAM RESEARCH CORP COMMON STOCK 0	124,000	58,288	97,124
	LEGRAND SA COMMON STOCK - ADR 0	19,327	393,563	401,808
	LITHIA MOTORS INC COMMON STOCK CL.A 0	351,000	80,778	115,577
	LONDON STOCK EXCHANGE GRP PLC COMMON STOCK - ADR 0	56,977	1,441,120	1,707,886
	MSCI INC COMMON STOCK CL.A 0	309,000	145,682	174,786
	MARVELL TECHNOLOGY INC COMMON STOCK 0	3,618	199,958	218,202
	MASTEC INC COMMON STOCK 0	783,000	56,791	59,289
	MATTEL INC COMMON STOCK 0	11,245	231,656	212,306
	MERCK KGAA COMMON STOCK - ADR 0	10,680	370,525	341,012
	METTLER TOLEDO INTERNATIONAL COMMON STOCK 0	99,000	114,020	120,083
	MICROCHIP TECHNOLOGY INC COMMON STOCK 0	985,000	73,835	88,827
	MONGODB INC COMMON STOCK 0	531,000	208,225	217,099
	MONOLITHIC POWER SYSTEMS INC COMMON STOCK 0	498,000	221,908	314,128
	MOODYS CORP COMMON STOCK 0	211,000	58,495	82,408
	MTU AERO ENGINES AG COMMON STOCK - ADR 0	1,705	170,730	184,038
	NASDAQ INC COMMON STOCK 0	1,030	52,230	59,884
	NATERA INC COMMON STOCK 0	2,556	142,849	160,108
	NOMURA RESEARCH INSTITUTE LTD COMMON STOCK - ADR 0	14,310	393,418	415,849
	NOVO-NORDISK AS COMMON STOCK - SPONSORED ADR 0	8,676	732,133	897,532
	OMNICO GROUP INC COMMON STOCK 0	15,900	1,085,640	1,375,509
	OPEN TEXT CORP COMMON STOCK 0	38,870	1,210,437	1,633,317
	PNC FINANCIAL SERVICES GROUP COMMON STOCK 0	6,330	887,820	980,201
	PALANTIR TECHNOLOGIES INC COMMON STOCK 0	2,923	45,851	50,188
	PALO ALTO NETWORKS INC COMMON STOCK 0	567,000	102,755	167,197
	PERMIAN RESOURCES CORP COMMON STOCK 0	13,353	149,507	181,601
	PERNOD RICARD SA COMMON STOCK - ADR 0	10,344	371,331	365,143
	PHILIP MORRIS INTL INC COMMON STOCK 0	10,000	864,354	940,800
	PINTEREST INC COMMON STOCK CL.A 0	5,014	147,665	185,719
	PLANET FITNESS INC CL.A COMMON STOCK 0	852,000	66,446	62,196
	QUANTA SERVICES INC COMMON STOCK 0	805,000	94,524	173,719
	RB GLOBAL INC COMMON STOCK 0	15,539	1,433,170	1,039,404
	RECRUIT HOLDINGS CO LTD COMMON STOCK - ADR 0	29,043	183,777	242,509
	RELX PLC COMMON STOCK - SPONSORED ADR 0	22,165	551,803	879,064
	RENASAS ELECTRONICS CORP COMMON STOCK - ADR 0	39,098	270,445	349,536
	ROCHE HOLDINGS LTD-SPONS ADR COMMON STOCK - ADR 0	19,190	884,340	695,254
	ROSS STORES INC COMMON STOCK 0	1,543	167,583	213,536
	RYANAIR HOLDINGS PLC COMMON STOCK - ADR 0	5,002	437,166	667,067
	SM ENERGY CO COMMON STOCK 0	4,710	195,984	182,371
	SAMPO OYJ COMMON STOCK - UNSPONSORED ADR 0	16,772	359,449	366,300
	SANDVIK AB COMMON STOCK - ADR 0	14,925	319,717	323,574
	SAP AG COMMON STOCK 0	2,684	358,737	414,920
	CHARLES SCHWAB CORP COMMON STOCK 0	16,950	867,093	1,166,160
	SHIN-ETSU CHEM-UNSPON COMMON STOCK - ADR 0	19,139	370,911	400,005
	SIEMENS HEALTHINEERS AG COMMON STOCK - ADR 0	10,499	241,328	305,836
	STANLEY BLACK & DECKER INC COMMON STOCK 0	10,863	1,633,009	1,065,660
	STATE STREET CORP COMMON STOCK 0	18,180	1,303,928	1,408,223
	SUNCOR ENERGY INC COMMON STOCK 0	11,125	249,794	356,445
	SUZUKI MOTOR CORP COMMON STOCK - ADR 0	1,666	303,029	283,820
	TELEFLEX INC COMMON STOCK 0	288,000	72,713	71,810
	THALES SA COMMON STOCK - ADR 0	15,370	382,038	453,968
	TRADE DESK INC/THE COMMON STOCK CL.A 0	2,661	163,558	191,486
	TRACTOR SUPPLY CO COMMON STOCK 0	328,000	76,284	70,530
	TRANSUNION COMMON STOCK 0	1,439	95,260	98,874
	TWILIO INC COMMON STOCK 0	999,000	63,218	75,794
	UNILEVER PLC COMMON STOCK - SPONSORED ADR 0	30,845	1,617,190	1,495,366
	UNIVERSAL MUSIC GROUP NV COMMON STOCK - ADR 0	22,877	245,790	326,912
	VEEVA SYS INC COMMON STOCK CL.A 0	1,788	376,549	344,226
	VERIZON COMMUNICATIONS INC COMMON STOCK 0	23,650	1,361,605	891,605
	VONOVIA SE COMMON STOCK - ADR 0	21,116	404,579	331,416
	WARNER MUSIC GROUP CORP COMMON STOCK 0	36,150	885,751	1,293,809
	WASTE CONNECTIONS INC COMMON STOCK 0	380,000	49,279	56,723
	WHIRLPOOL CORP COMMON STOCK 0	5,860	882,441	713,572
	WILLIAMS COMPANIES INC COMMON STOCK 0	25,450	659,859	886,424
	WOODWARD INC COMMON STOCK 0	5,119	454,223	696,849
	XPO LOGISTICS INC COMMON STOCK 0	4,122	182,700	361,046
	ZOZO INC COMMON STOCK - UNSPONSORED ADR 0	49,811	241,847	230,122
	AKZO NOBEL NV COMMON STOCK - ADR 0	13,878	486,375	384,976

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	AON PLC COMMON STOCK 0	2,133	\$ 389,364	\$ 620,746
	COCA-COLA EUROPEAN PARTNERS COMMON STOCK 0	4,986	278,824	332,766
	FTAI AVIATION LTD COMMON STOCK 0	4,324	159,634	200,634
	ICON PLC COMMON STOCK 0	1,656	382,672	468,764
	MEDTRONIC PLC & INC COMMON STOCK 0	14,650	1,360,311	1,206,867
	RENAISSANCERE HOLDINGS LTD COMMON STOCK 0	4,730	925,829	927,080
	STERIS PLC COMMON STOCK 0	864,000	184,622	189,950
	ALCON INC COMMON STOCK 0	1,929	146,512	150,693
	CHUBB LIMITED COMMON STOCK 0	6,927	1,306,149	1,565,502
	TE CONNECTIVITY LTD COMMON STOCK 0	9,130	1,040,424	1,282,765
	AERBORNE FUNDING LIMITED COMMON STOCK	24,800	706,688	1,843,136
	ASM INTERNATIONAL NV COMMON STOCK 0	955,000	338,243	495,836
	ASML HOLDING NV COMMON STOCK 0	385,000	223,896	291,410
	Total Corporate Stocks - Common			\$ 89,665,190
	Interest-bearing Cash			
	JP MORGAN TRUST II US GOVT MMF INST CLASS 0	18,040,130	\$ 18,040,130	\$ 18,040,130
	Total Interest-bearing Cash			\$ 18,040,130
	Other Assets			
	NEW YORK CITY NY HSG DEV CORP REVENUE BONDS Monthly 3.71 2/15/48	475,000	\$ 507,229	\$ 463,518
	Total Other (General Investments)			\$ 463,518
	Pooled Separate Accounts			
	New York Life Anchor Acct III		*	\$ 28,118,416
	JP Morgan Large Cap Growth		*	36,420,854
	Total Pooled Separate Accounts			\$ 64,539,270
**	Participant Loans (Interest Rate 4.25% - 9.50%)		-0-	\$ 6,191,083
	Registered Investment Co			
	American Century Ultra-Inv		*	\$ 13,662,723
	American Funds Washington Mutual-A		*	17,693,533
	T Rowe Price Small-Cap Value		*	21,351,786
	Vanguard Intermediate-Term Bond Index-Inst		*	7,141,041
	American Funds EuroPacific GR R4		*	13,371,964
	Janus Henderson Enterprise I		*	10,148,063
	Vanguard Target Retirement Income INV		*	8,944,448
	Vanguard Institutional Index Fund		*	29,751,424
	Vanguard FTSE Social Index Admiral		*	3,482,961
	VANGUARD TARGET RETIREMENT 2020 INV		*	5,017,811
	VANGUARD TARGET RETIREMENT 2025 INV		*	12,592,312
	VANGUARD TARGET RETIREMENT 2030 INV		*	19,772,536
	VANGUARD TARGET RETIREMENT 2035 INV		*	26,397,624
	VANGUARD TARGET RETIREMENT 2040 INV		*	17,708,311
	VANGUARD TARGET RETIREMENT 2045 INV		*	13,004,238
	VANGUARD TARGET RETIREMENT 2050 INV		*	9,419,754
	VANGUARD TARGET RETIREMENT 2055 INV		*	4,733,585
	VANGUARD TRGT RETIRE 2060 INV		*	2,185,720
	VANGUARD TRGT RETIRE 2065 INV		*	729,667
	VANGUARD TARGET RETIREMENT 2070 INV		*	37,233
	LAZARD EMERG MKT EQY-INST MUTUAL FUND 0	80,851	\$ 1,423,432	1,388,213
	VANGUARD INSTITUTIONAL INDEX FUND 0	135,705	33,471,502	53,397,087
	VANGUARD RUSSELL 1000 GROWTH INDEX FUND 0	45,067	21,870,297	27,034,184
	Total Registered Investment Co			\$ 318,966,218
	U.S. Government			
	FHLMC GOLD POOL #G08595 Monthly 4 7/1/44	57,814	\$ 61,636	\$ 55,899
	FHLMC GOLD POOL #G08596 Monthly 4.5 7/1/44	69,287	75,382	68,868
	FHLMC GOLD POOL #C09068 Monthly 3.5 11/1/44	82,999	86,280	77,567
	FHLMC ABS SER.KJ26 CL.A2 Monthly 2.61 7/25/25	338,722	345,478	323,191
	FNMA POOL #CB4842 Monthly 5.5 10/1/52	460,585	447,415	463,742
	FNMA POOL #CB6319 Monthly 5.5 5/1/53	718,926	692,360	722,666
	FNMA POOL #CB6320 Monthly 5.5 5/1/53	726,962	704,018	729,901
	FNMA POOL #889720 Monthly 6.5 7/1/38	1,814	1,863	1,901
	FNMA POOL #MA4580 Monthly 3.5 4/1/52	1,011,345	1,011,622	928,007
	FNMA POOL #MA4737 Monthly 5 8/1/52	667,434	666,287	661,165
	FNMA POOL #MA4869 Monthly 5.5 1/1/53	197,747	197,994	198,607
	GNMA CMO FLOAT SER.2018-H11 CL.FJ Monthly 0 25009	684,329	672,674	677,845
	GNMA CMO FLOAT SER.2019-H01 CL.FL Monthly 0 25192	111,067	110,997	110,695
	GNMA CMO SER.2019-H04 CL.NA Monthly 3.5 9/20/68	558,503	599,554	531,922
	GNMA CMO FLOAT SER.2019-H10 CL.FM Monthly 0 25343	324,862	324,354	322,142
	UNITED STATES OF AMERICA TREASURY NOTES Semi Annual 1.13 2/29/28	1,053,000	932,649	941,283
	UNITED STATES OF AMERICA TREASURY NOTES Semi Annual 0.5 2/28/26	1,229,000	1,115,226	1,135,721

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, 2023

EIN: 75-1151701
Plan #: 001

(a) Party In Interest**	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment (shares)	(d) Cost*	(e) Current Value
	UNITED STATES OF AMERICA TREASURY NOTES Semi Annual 2.75 4/30/27	2,120,000	\$ 2,123,474	\$ 2,039,258
	UNITED STATES OF AMERICA TREASURY BONDS Semi Annual 2.88 5/15/32	1,940,000	1,921,093	1,797,683
	UNITED STATES OF AMERICA TREASURY NOTES Semi Annual 2.63 5/31/27	855,000	828,081	818,329
	UNITED STATES OF AMERICA TREASURY NOTES Semi Annual 3.25 6/30/27	760,000	766,739	742,692
	UNITED STATES OF AMERICA TREASURY NOTES Semi Annual 2.75 7/31/27	1,955,000	1,937,351	1,876,647
	UNITED STATES OF AMERICA TREASURY NOTES Semi Annual 3.13 8/31/27	770,000	751,081	748,344
	UNITED STATES OF AMERICA TREASURY NOTES Semi Annual 4.13 10/31/27	705,000	708,305	709,434
	UNITED STATES OF AMERICA TREASURY BONDS Semi Annual 4.13 11/15/32	2,090,000	2,199,582	2,124,452
	UNITED STATES OF AMERICA TREASURY NOTES Semi Annual 3.88 11/30/27	820,000	816,573	818,270
	UNITED STATES OF AMERICA TREASURY NOTES Semi Annual 3.88 12/31/27	1,430,000	1,452,846	1,427,654
	UNITED STATES OF AMERICA TREASURY NOTES Semi Annual 4 2/15/26	871,000	854,702	867,019
	UNITED STATES OF AMERICA TREASURY NOTES Semi Annual 4 2/29/28	2,145,000	2,171,370	2,152,038
	UNITED STATES OF AMERICA TREASURY NOTES Semi Annual 3.63 3/31/28	3,370,000	3,369,466	3,333,272
	UNITED STATES OF AMERICA TREASURY NOTES Semi Annual 3.75 4/15/26	1,888,000	1,851,286	1,870,447
	UNITED STATES OF AMERICA TREASURY NOTES Semi Annual 3.38 5/15/33	2,015,000	1,960,225	1,933,770
	UNITED STATES OF AMERICA TREASURY NOTES Semi Annual 3.63 5/31/28	1,465,000	1,445,297	1,449,492
	UNITED STATES OF AMERICA TREASURY NOTES Semi Annual 3.75 5/31/30	1,472,000	1,434,746	1,458,948
	UNITED STATES OF AMERICA TREASURY NOTES Semi Annual 4.13 6/15/26	4,387,000	4,345,114	4,385,972
	UNITED STATES OF AMERICA TREASURY NOTES Semi Annual 4 6/30/28	1,450,000	1,446,092	1,456,854
	UNITED STATES OF AMERICA TREASURY NOTES Semi Annual 4.13 7/31/28	4,748,000	4,688,279	4,796,964
	UNITED STATES OF AMERICA TREASURY NOTES Semi Annual 3.88 8/15/33	265,000	260,497	264,669
	UNITED STATES OF AMERICA TREASURY NOTES Semi Annual 4.38 8/31/28	720,000	723,150	735,413
	UNITED STATES OF AMERICA TREASURY NOTES Semi Annual 4.63 9/30/28	490,000	485,961	505,772
	UNITED STATES OF AMERICA TREASURY NOTES Semi Annual 4.88 10/31/28	6,713,000	6,906,559	7,007,218
	UNITED STATES OF AMERICA TREASURY BONDS Semi Annual 4.5 11/15/33	2,030,000	2,081,654	2,131,183
	UNITED STATES OF AMERICA TREASURY NOTES Semi Annual 4.63 11/15/26	4,679,000	4,715,753	4,752,840
	UNITED STATES OF AMERICA TREASURY NOTES Semi Annual 4.88 11/30/25	105,000	105,566	106,087
	UNITED STATES OF AMERICA TREASURY NOTES Semi Annual 4.38 11/30/28	8,485,000	8,566,628	8,682,540
	Total U.S Government			\$ 68,944,383
	Total Assets			\$ 756,915,463

** A party-in interest as defined by ERISA

* Cost omitted for participant directed investments