

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 ROOT LABORATORY, INC. 401(K) PROFIT SHARING PLAN
1b	Three-digit plan number (PN) ▶ 001
1c	Effective date of plan 12/01/1970
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) ROOT LABORATORY, INC. 5201 COLLEGE BOULEVARD LEAWOOD, KS 66211
2b	Employer Identification Number (EIN) 48-0878135
2c	Plan Sponsor's telephone number 913-491-3555
2d	Business code (see instructions) 621510

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

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

SIGN HERE	Filed with authorized/valid electronic signature.	10/01/2024	RANDY ROOT
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE	Filed with authorized/valid electronic signature.	10/01/2024	RANDY ROOT
	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	5 126
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) 96 6a(2) 100 6b 5 6c 23 6d 128 6e 1 6f 129 6g(1) 124 6g(2) 128 6h 0
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	7

8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions:
 2E 2F 2H 2J 2K 2T 3D

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 _____
- (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 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 ROOT LABORATORY, INC. 401(K) PROFIT SHARING PLAN	B Three-digit plan number (PN) 001
C Plan sponsor's name as shown on line 2a of Form 5500 ROOT LABORATORY, INC.	D Employer Identification Number (EIN) 48-0878135

Part I

Service Provider Information (see instructions)

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

1

Information on Persons Receiving Only Eligible Indirect Compensation

- a

Check "Yes" or "No" to indicate whether you are excluding a person from the remainder of this Part because they received only eligible indirect compensation for which the plan received the required disclosures (see instructions for definitions and conditions).....

Yes

☒

No
- b

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

(b)

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

(b)

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

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

BENEFIT TRUST COMPANY

5901 COLLEGE BLVD.
SUITE 100
OVERLAND PARK, KS 66211

(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?
21 24 27 28 31 51	TRUSTEE	34215	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

TPP RETIREMENT PLAN SPECIALISTS

7300 COLLEGE BLVD.
SUITE 400
OVERLAND PARK, KS 66210

(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 50	RECORDKEEPER	9686	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

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

Part I Service Provider Information (continued)

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

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
(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
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(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(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:

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

Part II **Information on Participating Plans (to be completed by DFEs, other than DCGs)**

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

a Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
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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 ROOT LABORATORY, INC. 401(K) PROFIT SHARING PLAN	B Three-digit plan number (PN) ▶ 001
C Plan sponsor's name as shown on line 2a of Form 5500 ROOT LABORATORY, INC.	D Employer Identification Number (EIN) 48-0878135

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	59	10837
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)	157115	157411
(2) Participant contributions	1b(2)	128	128
(3) Other	1b(3)	17093	16654
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)	402544	402124
(2) U.S. Government securities	1c(2)		
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)		
(B) All other	1c(3)(B)	1460605	1549205
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)	113712	0
(B) Common	1c(4)(B)	864898	905881
(5) Partnership/joint venture interests	1c(5)		
(6) Real estate (other than employer real property)	1c(6)		
(7) Loans (other than to participants)	1c(7)		
(8) Participant loans	1c(8)		
(9) Value of interest in common/collective trusts	1c(9)	2056796	2248538
(10) Value of interest in pooled separate accounts	1c(10)		
(11) Value of interest in master trust investment accounts	1c(11)		
(12) Value of interest in 103-12 investment entities	1c(12)		
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)	7892950	9132413
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)		
(15) Other	1c(15)		

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	12965900	14423191
Liabilities			
g Benefit claims payable	1g		
h Operating payables	1h		
i Acquisition indebtedness	1i		
j Other liabilities	1j	59	219
k Total liabilities (add all amounts in lines 1g through 1j)	1k	59	219
Net Assets			
l Net assets (subtract line 1k from line 1f)	1l	12965841	14422972

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)	157411	
(B) Participants	2a(1)(B)	343300	
(C) Others (including rollovers)	2a(1)(C)		
(2) Noncash contributions	2a(2)		
(3) Total contributions. Add lines 2a(1)(A) , (B) , (C) , and line 2a(2)	2a(3)		500711
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)	22320	
(B) U.S. Government securities	2b(1)(B)		
(C) Corporate debt instruments	2b(1)(C)	58046	
(D) Loans (other than to participants)	2b(1)(D)		
(E) Participant loans	2b(1)(E)		
(F) Other	2b(1)(F)		
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		80366
(2) Dividends: (A) Preferred stock	2b(2)(A)	4982	
(B) Common stock	2b(2)(B)	14765	
(C) Registered investment company shares (e.g. mutual funds)	2b(2)(C)	159032	
(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)		178779
(3) Rents	2b(3)		
(4) Net gain (loss) on sale of assets: (A) Aggregate proceeds	2b(4)(A)		
(B) Aggregate carrying amount (see instructions)	2b(4)(B)		
(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result	2b(4)(C)		
(5) Unrealized appreciation (depreciation) of assets: (A) Real estate	2b(5)(A)		
(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)		274772
(7) Net investment gain (loss) from pooled separate accounts.....	2b(7)		358057
(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)		1156233
c Other income	2c		-439
d Total income. Add all income amounts in column (b) and enter total	2d		2548479

Expenses

e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	1047071	
(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)		1047071
f Corrective distributions (see instructions)	2f		
g Certain deemed distributions of participant loans (see instructions)	2g		
h Interest expense	2h		
i Administrative expenses:			
(1) Salaries and allowances	2i(1)		
(2) Contract administrator fees.....	2i(2)	5489	
(3) Recordkeeping fees.....	2i(3)	4197	
(4) IQPA audit fees.....	2i(4)		
(5) Investment advisory and investment management fees	2i(5)	34215	
(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)	376	
(12) Total administrative expenses. Add lines 2i(1) through (11)	2i(12)		44277
j Total expenses. Add all expense amounts in column (b) and enter total	2j		1091348

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d	2k		1457131
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: **UHY LLP**

(2) EIN: **20-0694403**

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?	☒		500000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?		☒	
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 ROOT LABORATORY, INC. 401(K) PROFIT SHARING PLAN		B Three-digit plan number (PN) ▶ 001
C Plan sponsor's name as shown on line 2a of Form 5500 ROOT LABORATORY, INC.		D Employer Identification Number (EIN) 48-0878135
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): 04-3581074 41-2112888		
Profit-sharing plans, ESOPs, and stock bonus plans, skip line 3.		
3 Number of participants (living or deceased) whose benefits were distributed in a single sum, during the plan year		3
Part II	Funding Information (If the plan is not subject to the minimum funding requirements of section 412 of the Internal Revenue Code or ERISA section 302, skip this Part.)	
4 Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)? ☐ Yes ☐ No ☐ N/A		
If the plan is a defined benefit plan, go to line 8.		
5 If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instructions and enter the date of the ruling letter granting the waiver. Date: Month _____ Day _____ Year _____		
If you completed line 5, complete lines 3, 9, and 10 of Schedule MB and do not complete the remainder of this schedule.		
6 a Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived)		6a
b Enter the amount contributed by the employer to the plan for this plan year		6b
c Subtract the amount in line 6b from the amount in line 6a. Enter the result (enter a minus sign to the left of a negative amount)		6c
If you completed line 6c, skip lines 8 and 9.		
7 Will the minimum funding amount reported on line 6c be met by the funding deadline? ☐ Yes ☐ No ☐ N/A		
8 If a change in actuarial cost method was made for this plan year pursuant to a revenue procedure or other authority providing automatic approval for the change or a class ruling letter, does the plan sponsor or plan administrator agree with the change? ☐ Yes ☐ No ☐ N/A		
Part III	Amendments	
9 If this is a defined benefit pension plan, were any amendments adopted during this plan year that increased or decreased the value of benefits? If yes, check the appropriate box. If no, check the "No" box. ☐ Increase ☐ Decrease ☐ Both ☐ No		
Part IV	ESOPs (see instructions). If this is not a plan described under section 409(a) or 4975(e)(7) of the Internal Revenue Code, skip this Part.	
10 Were unallocated employer securities or proceeds from the sale of unallocated securities used to repay any exempt loan?..... ☐ Yes ☐ No		
11 a Does the ESOP hold any preferred stock? ☐ Yes ☐ No		
b If the ESOP has an outstanding exempt loan with the employer as lender, is such loan part of a "back-to-back" loan? (See instructions for definition of "back-to-back" loan.) ☐ Yes ☐ No		
12 Does the ESOP hold any stock that is not readily tradable on an established securities market? ☐ Yes ☐ No		
For Paperwork Reduction Act Notice, see the Instructions for Form 5500.		
Schedule R (Form 5500) 2023 v. 230707		

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

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

a Enter the percentage of plan assets held as:

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

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

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

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

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

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

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

☐ Yes.

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

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

☐ No. Other. Provide explanation. _____

Part VII	IRS Compliance Questions
-----------------	---------------------------------

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

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

☐ Design-based safe harbor method

☒ "Prior year" ADP test

☐ "Current year" ADP test

☐ N/A

22 If the plan sponsor is an adopter of a pre-approved plan that received a favorable IRS Opinion Letter, enter the date of the Opinion Letter 06 / 30 / 2020 (MM/DD/YYYY) and the Opinion Letter serial number Q702562A.

ROOT LABORATORY, INC. 401(k) PROFIT SHARING PLAN

**AUDITED FINANCIAL STATEMENTS
AND
SUPPLEMENTAL SCHEDULES**

**December 31, 2023 and 2022 and
Year Ended December 31, 2023**

ROOT LABORATORY, INC. 401(k) PROFIT SHARING PLAN

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INDEPENDENT AUDITOR'S REPORT

To the Plan Administrator
Root Laboratory, Inc. 401(k) Profit Sharing Plan

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

We have performed audits of the accompanying financial statements of Root Laboratory, Inc. 401(k) Profit Sharing 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 statement of changes in net assets available for benefits for the year ended December 31, 2023, 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 audits need not extend to any statements or information related to assets held for investment of the plan (investment information) by a bank or similar institution or insurance carrier that is regulated, supervised, and subject to periodic examination by a state or federal agency, provided that the statements or information regarding assets so held are prepared and certified to by the bank or similar institution or insurance carrier in accordance with 29 CFR 2520.103-5 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA (qualified institution).

Management has obtained certifications from a qualified institution as of December 31, 2023 and 2022, and for the year ended December 31, 2023, stating that the certified investment information, as described in Note 3 to the financial statements, is complete and accurate.

Opinion

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

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

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America. 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 the financial statements are available to be issued.

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

Auditor's Responsibilities for the Audit of the Financial Statements

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 generally accepted auditing standards will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

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

Auditor's Responsibilities for the Audit of the Financial Statements (Continued)

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

Other Matter – Supplemental Schedules Required by ERISA

The supplemental schedule of assets (held at end of year) as of December 31, 2023 and the schedule of reportable transactions for the year ended December 31, 2023 are presented for purposes of additional analysis and are not a required part of the financial statements but are supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedules, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audits of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with generally accepted auditing standards. 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 by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

The logo for UHY LLP, featuring the letters "UHY" in a large, stylized, handwritten-style font, followed by "LLP" in a smaller, simpler font.

Kansas City, Missouri
September 24, 2024

ROOT LABORATORY, INC. 401(k) PROFIT SHARING PLAN
STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS

	December 31,	
	2023	2022
ASSETS		
Investments at fair value	<u>\$ 14,238,161</u>	<u>\$ 12,791,505</u>
Cash	<u>10,837</u>	<u>59</u>
Receivables		
Employer contribution	157,411	157,115
Participant contributions	128	128
Interest and dividends	<u>16,654</u>	<u>17,093</u>
	<u>174,193</u>	<u>174,336</u>
Total assets	14,423,191	12,965,900
LIABILITIES		
Other	<u>219</u>	<u>59</u>
NET ASSETS AVAILABLE FOR BENEFITS	<u>\$ 14,422,972</u>	<u>\$ 12,965,841</u>

See notes to financial statements.

ROOT LABORATORY, INC. 401(k) PROFIT SHARING PLAN
STATEMENT OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS
Year Ended December 31, 2023

ADDITIONS

Investment income	
Net appreciation in fair value of investments	\$ 1,788,623
Dividends	178,779
Interest	80,366
	<u>2,047,768</u>
Contributions	
Employer	157,411
Participant	343,300
	<u>500,711</u>
Total additions	<u>2,548,479</u>

DEDUCTIONS

Benefits paid to participants	1,047,071
Administrative expenses	44,277
	<u>1,091,348</u>

NET INCREASE 1,457,131

NET ASSETS AVAILABLE FOR BENEFITS

Beginning	<u>12,965,841</u>
Ending	<u>\$ 14,422,972</u>

See notes to financial statements.

ROOT LABORATORY, INC. 401(k) PROFIT SHARING PLAN
NOTES TO FINANCIAL STATEMENTS
December 31, 2023 and 2022

NOTE 1 — DESCRIPTION OF PLAN

The following description of the Root Laboratory, Inc. (the Company or Plan administrator) 401(k) Profit Sharing Plan (the Plan) provides only general information. Participants should refer to the Plan agreement for a more complete description of the Plan's provisions.

General

The Plan is a defined contribution plan covering all full-time employees of the Company who have attained age 21 and have completed one year of service with a minimum of 1,000 hours worked. Employees are eligible to enter the Plan on January 1 or July 1 of each year. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA).

TPP Retirement Plan Specialists provides recordkeeping services to the Plan. Benefit Trust Company is the custodian of the Plan's investments and serves as trustee. The Company is the plan administrator and has overall responsibility for the operation and administration of the Plan. The plan administrator determines the appropriateness of the Plan's investment offerings and monitors investment performance.

Contributions

Participants may contribute up to 100% of annual eligible compensation, as defined in the Plan, as pre-tax deferrals. Participants who have attained age 50 before the end of the Plan year are eligible to make catch-up contributions. Participants may also contribute amounts representing distributions from other qualified retirement plans (rollover).

The Plan provides a matching contribution which is determined as a percentage of participant elected deferrals. The Company contributes 25% of employee deferrals up to 4% of eligible compensation.

Participants elect investment accounts in which their contributions, as well as the Company match, are invested.

The Company may also make discretionary profit sharing contributions to the Plan at the option of the Company's Board of Directors. The profit sharing contributions are allocated to participants based on their ratio of eligible compensation as compared to total compensation for eligible participants. Eligible compensation for purposes of the profit sharing contributions is limited to \$15,000. The profit sharing contributions are invested in a diversified portfolio of investments including money market funds, corporate bonds, foreign bonds, U.S. government securities, common, preferred and foreign stock, exchange traded funds and mutual funds as directed by the Company (non-participant directed) (Note 9). The Company made profit sharing contributions of \$100,000 for the year ended December 31, 2023.

The participant must have 1,000 service hours during the Plan year and be employed on the last day of the Plan year in order to receive Company contributions. Contributions are subject to certain Internal Revenue Service (IRS) limitations. The investment account options comprise various degrees of risk and return.

ROOT LABORATORY, INC. 401(k) PROFIT SHARING PLAN
NOTES TO FINANCIAL STATEMENTS
December 31, 2023 and 2022

NOTE 1 — DESCRIPTION OF PLAN (Continued)

Participant Accounts

Each participant's account is credited with the participant's contribution and allocations of Company contributions and investment earnings based on their investments. Participant accounts may be charged with an allocation of administrative expenses that are paid by the Plan. Allocations are based on participant earnings, account balances, or specific participant transactions, as defined. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

Vesting

Participants are vested immediately in their contributions plus earnings thereon. Vesting in the Company contributions plus actual earnings thereon is based on years of continuous service. For vesting purposes, a year of service is defined as a Plan year including at least 1,000 hours of service. Participants become 100% percent vested after three years of service, or upon reaching the plan retirement age of sixty-five, death, or disability.

Participant Loans

Participants may not borrow from their accounts.

Payment of Benefits

On termination of service, death, disability or retirement, participants may elect to receive an amount equal to the value of the vested interest in their accounts in either a lump-sum amount or in installments for participants or beneficiaries who may receive required minimum distributions. The account of a participant with a vested account balance less than \$5,000 who does not request distribution will be rolled to an individual retirement account in the participant's name or distributed in a lump sum to the participant.

In-service distributions are permitted from all accounts under certain circumstances.

Forfeitures

Forfeited nonvested accounts may be used to pay plan expenses or reduce Company contributions. For the year ended December 31, 2023, no forfeitures were used to pay plan expenses or reduce Company contributions. There were no unallocated forfeitures at December 31, 2023 or 2022.

NOTE 2 — SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of Accounting

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

ROOT LABORATORY, INC. 401(k) PROFIT SHARING PLAN
NOTES TO FINANCIAL STATEMENTS
December 31, 2023 and 2022

NOTE 2 — SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Continued)

Use of Estimates

The preparation of financial statements in accordance with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect certain reported amounts and disclosures. Accordingly, actual results may differ from those estimates.

Investment Valuation and Income Recognition

Investments are reported at fair value. Fair value is 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.

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

Contributions and Contributions Receivable

Contributions from participants and the associated Company contributions are recorded in the year in which the employee contributions are withheld from compensation. As of December 31, 2023 and 2022, no allowance for credit losses has been recorded.

Payment of Benefits

Benefits are recorded when paid.

Expenses

Plan expenses primarily consist of recordkeeping fees and investment advisory fees. Fees related to the administration of benefit payments to participants are charged directly to the participant's account and are included in administrative expenses. Investment related expenses are included in net appreciation of fair value of investments. Certain expenses of maintaining the Plan are paid directly by the Company and are excluded from these financial statements.

Subsequent Events

Subsequent events were evaluated through September 24, 2024, which is the date the financial statements were available to be issued.

NOTE 3 — INFORMATION CERTIFIED BY THE TRUSTEE

Certain information related to investments disclosed in the accompanying financial statements and ERISA-required supplemental schedules, including investments held at December 31, 2023 and 2022, and net appreciation in fair value of investments, interest, and dividends for the year ended December 31, 2023, was obtained by management and agreed to or derived from information certified as complete and accurate by Benefit Trust Company.

ROOT LABORATORY, INC. 401(k) PROFIT SHARING PLAN
NOTES TO FINANCIAL STATEMENTS
December 31, 2023 and 2022

NOTE 4 — FAIR VALUE MEASUREMENTS

The framework for measuring fair value provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (level 1) and the lowest priority to unobservable inputs (level 3).

Level 1 inputs consist of unadjusted quoted prices in active markets for identical assets and have the highest priority. Level 2 inputs consist of observable inputs other than quoted prices for identical assets. Level 3 inputs are unobservable and have the lowest priority. The Plan uses appropriate valuation techniques based on the available inputs to measure the fair value of its investments. When available, the Plan measures fair value using Level 1 inputs because they generally provide the most reliable evidence of fair value. Level 2 inputs are used for investments for which Level 1 inputs were not available. Level 3 inputs would only be used if Level 1 or Level 2 inputs were not available.

Following is a description of the valuation methodologies used for assets measured at fair value. There have been no changes in the methodology used at December 31, 2023 and 2022.

Mutual funds: Valued at the daily closing price reported by the fund, which is the quoted net asset value (NAV) of shares.

Common stocks, exchange traded funds, foreign stocks, and preferred stocks: Valued at the closing price reported on the active market on which the individual securities are traded.

Corporate bonds: Valued using quoted prices for similar assets; quoted prices in markets that are not active; or other inputs that are observable or can be corroborated by observable market data of substantially the full term of the assets.

Common/collective trust: Valued at the NAV of units of the fund, which is based on the readily determined fair value of the underlying investments less its liabilities.

The following table sets forth by level, within the fair value hierarchy, the Plan's assets at fair value:

	Assets at Fair Values as of December 31, 2023			
	Level 1	Level 2	Level 3	Total
Mutual Funds	\$ 9,534,537	\$ -	\$ -	\$ 9,534,537
Common Stocks	823,027	-	-	823,027
Exchange Traded Funds	35,167	-	-	35,167
Foreign Stocks	47,687	-	-	47,687
Corporate Bonds	-	1,549,205	-	1,549,205
Common/Collective Trust	-	2,248,538	-	2,248,538
	<u>\$ 10,440,418</u>	<u>\$ 3,797,743</u>	<u>\$ -</u>	<u>\$ 14,238,161</u>

ROOT LABORATORY, INC. 401(k) PROFIT SHARING PLAN
NOTES TO FINANCIAL STATEMENTS
December 31, 2023 and 2022

NOTE 4 — FAIR VALUE MEASUREMENTS (Continued)

	Assets at Fair Values as of December 31, 2022			
	Level 1	Level 2	Level 3	Total
Mutual Funds	\$ 8,295,494	\$ -	\$ -	\$ 8,295,494
Common Stocks	783,464	-	-	783,464
Exchange Traded Funds	26,394	-	-	26,394
Foreign Stocks	55,040	-	-	55,040
Preferred Stocks	113,712	-	-	113,712
Corporate Bonds	-	1,460,605	-	1,460,605
Common/Collective Trust	-	2,056,796	-	2,056,796
	<u>\$ 9,274,104</u>	<u>\$ 3,517,401</u>	<u>\$ -</u>	<u>\$ 12,791,505</u>

NOTE 5 — PARTY-IN-INTEREST TRANSACTIONS

Certain investments are managed by Benefit Trust Company. TPP Retirement Plan Specialists, LLC is the recordkeeper of the Plan. Total fees paid from the Plan to these entities for the year ended December 31, 2023 were \$44,277. These transactions qualify as party-in-interest transactions.

NOTE 6 — PLAN TERMINATION

Although it has not expressed any intention to do so, the Company has the right under the Plan to discontinue its contributions at any time and to terminate the Plan subject to the provisions of ERISA. In the event of Plan termination, participants would become 100% vested in their Company contributions.

NOTE 7 — TAX STATUS

As this Plan is a prototype defined contribution plan, the IRS issued an opinion letter dated June 30, 2020, stating that while they do not issue a determination as to whether a specific employer's plan is qualified, any employer who adopts this plan document will be considered to have a plan qualified under code Section 401(a) of the Internal Revenue Code (IRC) provided all the terms are not more favorable for officers, owners, or highly compensated employees than for other employees. Management believes that the Plan is operating in compliance with all the terms provided in the nonstandardized plan document. Although the Plan has been amended since receiving the opinion letter, the plan administrator believes that the Plan is designed and is currently being operated in compliance with the applicable requirements of the IRC.

The Plan is subject to examination by the IRS for the statutory period; however, there are currently no audits for any tax periods in progress.

ROOT LABORATORY, INC. 401(k) PROFIT SHARING PLAN
NOTES TO FINANCIAL STATEMENTS
December 31, 2023 and 2022

NOTE 8 — RISKS AND UNCERTAINTIES

The Plan invests in various types of investment securities. Investment securities are exposed to various risks such as interest rate, market, and credit risks. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will 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.

NOTE 9 — NON-PARTICIPANT DIRECTED INVESTMENTS

Information about the net assets relating to the non-participant directed investments is as follows:

	December 31,	
	2023	2022
Mutual Funds	\$ 1,176,339	\$ 822,812
Corporate Bonds	1,549,205	1,460,605
Common Stocks	823,027	783,464
Preferred Stocks	-	113,712
Foreign Stocks	47,687	55,040
Exchange Traded Funds	35,167	26,394
	<u>\$ 3,631,425</u>	<u>\$ 3,262,027</u>

Information about the significant components of the changes in net assets relating to the non-participant directed investments for the year ended December 31, 2023 is as follows:

Net appreciation in fair value of investments	\$ 313,726
Interest	65,545
Dividends	49,005
Contributions	100,000
Benefits paid to participants	(114,977)
Investment management, plan administration, and other fees	(43,901)
	<u>\$ 369,398</u>

SUPPLEMENTAL SCHEDULES

ROOT LABORATORY, INC. 401(k) PROFIT SHARING PLAN

EIN # 48-0878135, Plan 001

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

December 31, 2023

{a}	{b} Identity of Issue, Borrower, Lessor, or Similar Party	{c} Description / Number of Shares of Investment Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	{d} Cost	{e} Current Value
<u>Money Market Funds</u>				
	Northern Institutional Fund	Government Select	\$ 402,124	\$ 402,124
<u>Corporate Bonds</u>				
		AT&T Inc. 40,000 4.10% 2/15/28	\$ 46,798	\$ 39,123
		Abbvie Inc. 40,000 2.95% 11/21/26	42,982	38,376
		Activision Blizzard Inc. 35,000 3.40% 9/15/26	35,794	34,131
		Amazon.com Inc. 40,000 3.3% 4/13/2027	39,971	38,874
		Amgen Inc. 48,000 3.625% 5/22/24	49,933	47,615
		Aon Corp. 45,000 2.8% 5/15/30	46,754	39,973
		Apple Inc 50,000 2.40% 5/3/23	53,763	51,753
		Bank of America Corp 43,000 3.194% 7/23/30	47,095	39,032
		Bank New York Mellon Corp 45,000 4.706% 2/1/34	45,054	44,101
		Blackrock Inc. 40,000 3.25% 4/30/29	44,833	38,466
		Broadcom Inc. 40,000 4.11% 9/15/28	43,798	39,109
		Cigna Corp. 45,000 4.125% 11/15/25	50,192	44,426
		CVS Health Corp. 45,000 5.3% 6/1/33	44,933	46,262
		Capital One Financial Corp. 50,000 3.75% 3/9/27	50,244	47,772
		Citigroup Inc. 45,000 3.52% 10/27/28	50,248	42,593
		Meta Platforms Inc. 45,000 4.95% 5/15/33	44,037	46,550
		Fifth Third Bancorp 50,000 6.361% 10/27/28	51,002	51,906
		General Electric Co. 42,000 3.45% 5/1/27	42,555	40,002
		General Motors Financial Co. Inc. 45,000 1.5% 6/10/26	45,022	41,251
		Goldman Sachs Group Inc. 45,000 3.50% 11/16/26	42,167	43,350

ROOT LABORATORY, INC. 401(k) PROFIT SHARING PLAN

EIN # 48-0878135, Plan 001

SCHEDULE H, LINE 4i - SCHEDULE OF ASSETS (HELD AT END OF YEAR) (Continued)

December 31, 2023

{a}	{b} Identity of Issue, Borrower, Lessor, or Similar Party	{c} Description / Number of Shares of Investment Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	{d} Cost	{e} Current Value
<u>Corporate Bonds (Continued)</u>				
	Huntington Bancshares Inc.			
	27,000 2.55% 2/4/30		\$ 27,425	\$ 23,134
	JP Morgan Chase & Co.			
	43,000 4.203% 7/23/29		47,786	41,822
	Key Corp.			
	45,000 4.10% 4/30/28		45,581	42,243
	Lowes Cos Inc			
	35,000 3.75% 4/1/2032		35,275	32,811
	Marriott International Inc.			
	40,000 4.9% 4/15/29		39,529	40,298
	McDonalds Corp.			
	62,000 3.70% 1/30/26		62,311	60,951
	Morgan Stanley			
	50,000 1.512% 7/20/27		50,463	45,688
	Oracle Corp.			
	60,000 1.65% 3/25/26		60,797	55,996
	PNC Financial Services Group			
	35,000 6.037% 10/28/2033		35,469	36,633
	Starbucks Corp.			
	48,000 3.80% 8/15/25		48,800	47,128
	State Street Corp.			
	49,000 4.821% 1/26/34		49,383	48,315
	Synchrony Financial			
	45,000 4.25% 8/15/24		47,893	44,503
	Sysco Corp.			
	35,000 5.95% 4/1/30		36,626	37,251
	Truist Financial Corp			
	34,000 4.123% 6/6/2028		31,543	32,762
	Verizon Communications Inc.			
	50,000 4.125% 3/16/27		50,772	49,300
	Wells Fargo & Co.			
	52,000 3.55% 9/29/25		57,495	55,705
			<u>\$ 1,644,323</u>	<u>\$ 1,549,205</u>
<u>Common Stocks and Exchange Traded Funds</u>				
	Abbvie, Inc.	46	\$ 3,440	\$ 7,129
	Alphabet Inc. CL C	239	17,458	33,682
	Alphabet Inc. CL A	26	1,521	3,632
	Amazon.com Inc.	267	7,493	40,568
	U-Haul Holding Co.	67	2,324	4,719
	American Tower Corp.	26	3,116	5,613
	Amgen Inc.	13	2,298	3,744
	Amphenol Corp.	58	2,161	5,749
	Apple Inc.	263	10,063	50,635

ROOT LABORATORY, INC. 401(k) PROFIT SHARING PLAN

EIN # 48-0878135, Plan 001

SCHEDULE H, LINE 4i - SCHEDULE OF ASSETS (HELD AT END OF YEAR) (Continued)

December 31, 2023

{a}	{b} Identity of Issue, Borrower, Lessor, or Similar Party	{c} Description / Number of Shares of Investment Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	{d} Cost	{e} Current Value
<u>Common Stocks and Exchange Traded Funds (Continued)</u>				
	Applied Materials, Inc.	39	\$ 891	\$ 6,321
	Atlassian Corporation PLC CL A	18	4,891	4,281
	Avery Dennison Corp.	23	1,730	4,650
	Berkshire Hathaway Inc. CL B	25	5,624	8,916
	Booz Allen Hamilton Holding Corp. CL A	43	3,514	5,500
	CSX Corp.	154	1,554	5,339
	Caseys General Stores, Inc.	23	2,771	6,319
	Charles River Labs Intl Inc.	25	4,822	5,910
	Chevron Corp.	34	2,527	5,071
	Chipotle Mexican Grill, Inc. CL A	4	1,190	9,148
	Church & Dwight Co., Inc.	77	4,326	7,281
	Cisco Systems, Inc.	141	4,461	7,123
	Cintas Corp.	17	1,813	10,245
	Coca Cola Co.	106	4,939	6,246
	Constellation Brands Inc. CL A	29	6,677	7,011
	Copart Inc	138	3,918	6,762
	Costco Wholesale Corp.	16	4,271	10,561
	Curtiss Wright Corp.	24	2,229	5,347
	Datadog Inc. CL A	30	1,483	3,641
	Deere & Co, Inc. □	14	1,196	5,598
	Dentsply Sirona, Inc.	174	6,064	6,193
	Disney Walt Co.	66	5,554	5,959
	Draftkings, Inc. CL A	104	2,778	3,666
	Emerson Electric Co.	74	3,434	7,202
	Entergy Corp.	70	6,398	7,083
	Fidelity Natl Information Svcs	45	3,832	2,703
	Fortrea Holdings Inc.	52	1,545	1,815
	Hillenbrand, Inc.	97	1,734	4,641
	Hormel Foods Corp.	197	6,019	6,326
	Huntington Bancshares Inc.	549	4,999	6,983
	Intl Flavors & Fragrances Inc.	56	5,192	4,534
	Intuit, Inc.	17	2,765	10,626
	Intuitive Surgical, Inc.	38	4,099	12,820
	LKQ Corp.	149	3,201	7,121
	Laboratory Corp. America Hldgs	21	3,163	4,773
	Lam Research Corp.	10	2,619	7,833
	Eli Lilly & Co.	18	7,522	10,493
	Lincoln Electric Holdings Inc	25	3,586	5,437
	Lowes Cos, Inc.	33	5,376	7,344
	Lululemon Athletica, Inc.	15	1,328	7,669
	MSCI, Inc.	10	2,862	5,657
	Mccormick & Co Inc Non Voting	52	4,245	3,558
	McDonalds Corp.	13	1,231	3,855
	Merck & Co, Inc.	50	3,040	5,451
	Microsoft Corp.	172	11,802	64,679

ROOT LABORATORY, INC. 401(k) PROFIT SHARING PLAN

EIN # 48-0878135, Plan 001

SCHEDULE H, LINE 4i - SCHEDULE OF ASSETS (HELD AT END OF YEAR) (Continued)

December 31, 2023

{a}	{b} Identity of Issue, Borrower, Lessor, or Similar Party	{c} Description / Number of Shares of Investment Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	{d} Cost	{e} Current Value
<u>Common Stocks (Continued)</u>				
	Monolithic Power Systems, Inc.	12	\$ 6,024	\$ 7,569
	Netflix, Inc.	20	3,548	9,738
	Northrop Grumman Corp.	12	6,054	5,618
	Nvidia Corp.	76	3,960	37,637
	Old Dominion Freight Lines, Inc	17	739	6,891
	Palo Alto Networks Inc	18	3,550	5,308
	Paypal Holdings, Inc.	83	7,211	5,097
	Philip Morris International, Inc.	76	6,218	7,150
	Pinacle West	98	7,314	7,040
	Pool Corp.	10	3,971	3,987
	Procter & Gamble Co.	25	1,700	3,664
	Progressive Corp.	45	3,118	7,168
	QualComm Inc.	38	5,215	5,496
	RTX Corp.	54	3,584	4,544
	Regions Financial Corp.	274	2,162	5,310
	S&P Global, Inc.	9	2,433	3,965
	Salesforce Inc.	14	2,376	3,684
	Charles Schwab Corp.	90	4,800	6,192
	Servicenow, Inc.	20	3,380	14,130
	Sherwin Williams Co.	22	2,460	6,862
	Sonoco Products	64	2,702	3,576
	Southern Company	100	4,415	7,012
	Stryker Corp.	22	3,587	6,588
	Synopsys, Inc.	25	4,555	12,873
	Tesla Motors Inc.	72	19,262	17,891
	The Trade Desk Inc.	68	1,189	4,893
	Travelers Companies, Inc.	38	4,928	7,239
	US Bancorp	161	7,166	6,968
	United Parcel Service, Inc. CL B	34	3,393	5,346
	United Rentals Inc.	5	2,893	2,867
	Unitedhealth Group Inc.	37	10,695	19,479
	Verizon Communications, Inc.	154	7,490	5,806
	Paramount Global CL B	442	5,242	6,537
	Visa, Inc. CL A	65	2,074	16,923
	Walmart, Inc.	46	3,473	7,252
	Waste Management, Inc.	30	1,324	5,373
	West Pharmaceutical Services Inc.	15	5,126	5,282
	Williams Cos, Inc.	177	3,068	6,165
	Zoetis, Inc. CL A	58	3,525	11,447
	ASML Holding N V	7	3,559	5,298
	Canadian Pacific Railway Ltd.	68	3,424	5,376
	Enbridge, Inc.	196	5,504	7,060
	Magna International Inc.	91	5,770	5,376
	Novartis A G Sponsored ADR	54	3,834	5,452

ROOT LABORATORY, INC. 401(k) PROFIT SHARING PLAN

EIN # 48-0878135, Plan 001

SCHEDULE H, LINE 4i - SCHEDULE OF ASSETS (HELD AT END OF YEAR) (Continued)

December 31, 2023

{a}	{b} Identity of Issue, Borrower, Lessor, or Similar Party	{c} Description / Number of Shares of Investment Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	{d} Cost	{e} Current Value
<u>Common Stocks (Continued)</u>				
	Schlumberger	67	\$ 918	\$ 3,487
	Shopify Inc. A	80	4,740	6,232
	Accenture PLC	11	3,472	3,860
	Eaton Corp. PLC	15	935	3,612
	Chubb Limited	32	3,713	7,232
	Vanguard Reit ETF	398	33,926	35,167
			<u>\$ 464,808</u>	<u>\$ 905,881</u>
<u>Mutual Funds</u>				
	Dodge and Cox Income	69,916	\$ 948,233	\$ 882,336
	Eaton Vance Floating Rate I	12,454	109,122	104,865
	Fidelity Short-term Treasury Bond Index	17,327	175,000	175,347
	Fidelity Intermediate Treasury Bond Index	11,066	108,000	107,889
	Vanguard Group High Yield Admiral	18,872	111,373	102,288
	Vanguard Group Short-term	6,527	68,671	66,768
	American Funds Europacific Growth	11,961	678,262	654,349
	DFA Emerging Markets Core Equity	3,056	51,889	68,485
	DFA Real Estate Securities	926	34,452	36,308
	DFA US Small Cap	2,436	84,523	108,074
	Fidelity International Index	1,263	44,809	59,783
	ClearBridge International Growth	861	42,904	52,478
	JP Morgan Large Cap Growth	31,942	1,355,667	2,016,167
	Vanguard Group Index 500 Admiral	4,862	1,172,054	2,139,419
	BlackRock Advantage Small Cap Growth	50,039	1,217,305	942,240
	Neuberger Berman Large Cap Value	26,376	1,153,651	1,088,002
	Vanguard Group Mid Cap Index	1,831	356,307	527,615
			<u>\$ 7,712,222</u>	<u>\$ 9,132,413</u>
<u>Common/Collective Trust</u>				
*	Benefit Trust FCI Life Strategy Moderate Growth	89,726	\$ 1,276,130	\$ 2,248,538
			<u>\$ 11,499,607</u>	<u>\$ 14,238,161</u>

* Represents a party-in-interest transaction that is not a "prohibited investment" under ERISA.

ROOT LABORATORY, INC. 401(k) PROFIT SHARING PLAN

EIN # 48-0878135, Plan 001

SCHEDULE H, LINE 4j - SCHEDULE OF REPORTABLE TRANSACTIONS

Year Ended December 31, 2023

{a} Identity of Party Involved	{b} Description of Asset	{c} Purchase Price	{d} Selling Price	{e} Cost of Asset	{f} Current Value of Asset on Transaction Date	{g} Net Gain or (Loss)
Northern Institutional Fund	Money market fund	\$ 689,448		\$ 689,448	\$ 689,448	
Northern Institutional Fund	Money market fund		\$ 732,779	\$ 732,779	\$ 732,779	\$ -

NOTE: Schedule is prepared using the alternative way of reporting (iii) series of transactions under DOL regulation 2520.103-6(d)(2).

ROOT LABORATORY, INC. 401(k) PROFIT SHARING PLAN

EIN # 48-0878135, Plan 001

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

December 31, 2023

{a}	{b} Identity of Issue, Borrower, Lessor, or Similar Party	{c} Description / Number of Shares of Investment Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	{d} Cost	{e} Current Value
<u>Money Market Funds</u>				
	Northern Institutional Fund	Government Select	\$ 402,124	\$ 402,124
<u>Corporate Bonds</u>				
		AT&T Inc. 40,000 4.10% 2/15/28	\$ 46,798	\$ 39,123
		Abbvie Inc. 40,000 2.95% 11/21/26	42,982	38,376
		Activision Blizzard Inc. 35,000 3.40% 9/15/26	35,794	34,131
		Amazon.com Inc. 40,000 3.3% 4/13/2027	39,971	38,874
		Amgen Inc. 48,000 3.625% 5/22/24	49,933	47,615
		Aon Corp. 45,000 2.8% 5/15/30	46,754	39,973
		Apple Inc 50,000 2.40% 5/3/23	53,763	51,753
		Bank of America Corp 43,000 3.194% 7/23/30	47,095	39,032
		Bank New York Mellon Corp 45,000 4.706% 2/1/34	45,054	44,101
		Blackrock Inc. 40,000 3.25% 4/30/29	44,833	38,466
		Broadcom Inc. 40,000 4.11% 9/15/28	43,798	39,109
		Cigna Corp. 45,000 4.125% 11/15/25	50,192	44,426
		CVS Health Corp. 45,000 5.3% 6/1/33	44,933	46,262
		Capital One Financial Corp. 50,000 3.75% 3/9/27	50,244	47,772
		Citigroup Inc. 45,000 3.52% 10/27/28	50,248	42,593
		Meta Platforms Inc. 45,000 4.95% 5/15/33	44,037	46,550
		Fifth Third Bancorp 50,000 6.361% 10/27/28	51,002	51,906
		General Electric Co. 42,000 3.45% 5/1/27	42,555	40,002
		General Motors Financial Co. Inc. 45,000 1.5% 6/10/26	45,022	41,251
		Goldman Sachs Group Inc. 45,000 3.50% 11/16/26	42,167	43,350

ROOT LABORATORY, INC. 401(k) PROFIT SHARING PLAN

EIN # 48-0878135, Plan 001

SCHEDULE H, LINE 4i - SCHEDULE OF ASSETS (HELD AT END OF YEAR) (Continued)

December 31, 2023

{a}	{b} Identity of Issue, Borrower, Lessor, or Similar Party	{c} Description / Number of Shares of Investment Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	{d} Cost	{e} Current Value
<u>Corporate Bonds (Continued)</u>				
	Huntington Bancshares Inc.			
	27,000 2.55% 2/4/30		\$ 27,425	\$ 23,134
	JP Morgan Chase & Co.			
	43,000 4.203% 7/23/29		47,786	41,822
	Key Corp.			
	45,000 4.10% 4/30/28		45,581	42,243
	Lowes Cos Inc			
	35,000 3.75% 4/1/2032		35,275	32,811
	Marriott International Inc.			
	40,000 4.9% 4/15/29		39,529	40,298
	McDonalds Corp.			
	62,000 3.70% 1/30/26		62,311	60,951
	Morgan Stanley			
	50,000 1.512% 7/20/27		50,463	45,688
	Oracle Corp.			
	60,000 1.65% 3/25/26		60,797	55,996
	PNC Financial Services Group			
	35,000 6.037% 10/28/2033		35,469	36,633
	Starbucks Corp.			
	48,000 3.80% 8/15/25		48,800	47,128
	State Street Corp.			
	49,000 4.821% 1/26/34		49,383	48,315
	Synchrony Financial			
	45,000 4.25% 8/15/24		47,893	44,503
	Sysco Corp.			
	35,000 5.95% 4/1/30		36,626	37,251
	Truist Financial Corp			
	34,000 4.123% 6/6/2028		31,543	32,762
	Verizon Communications Inc.			
	50,000 4.125% 3/16/27		50,772	49,300
	Wells Fargo & Co.			
	52,000 3.55% 9/29/25		57,495	55,705
			<u>\$ 1,644,323</u>	<u>\$ 1,549,205</u>
<u>Common Stocks and Exchange Traded Funds</u>				
	Abbvie, Inc.	46	\$ 3,440	\$ 7,129
	Alphabet Inc. CL C	239	17,458	33,682
	Alphabet Inc. CL A	26	1,521	3,632
	Amazon.com Inc.	267	7,493	40,568
	U-Haul Holding Co.	67	2,324	4,719
	American Tower Corp.	26	3,116	5,613
	Amgen Inc.	13	2,298	3,744
	Amphenol Corp.	58	2,161	5,749
	Apple Inc.	263	10,063	50,635

ROOT LABORATORY, INC. 401(k) PROFIT SHARING PLAN

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SCHEDULE H, LINE 4i - SCHEDULE OF ASSETS (HELD AT END OF YEAR) (Continued)

December 31, 2023

{a}	{b} Identity of Issue, Borrower, Lessor, or Similar Party	{c} Description / Number of Shares of Investment Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	{d} Cost	{e} Current Value
<u>Common Stocks and Exchange Traded Funds (Continued)</u>				
	Applied Materials, Inc.	39	\$ 891	\$ 6,321
	Atlassian Corporation PLC CL A	18	4,891	4,281
	Avery Dennison Corp.	23	1,730	4,650
	Berkshire Hathaway Inc. CL B	25	5,624	8,916
	Booz Allen Hamilton Holding Corp. CL A	43	3,514	5,500
	CSX Corp.	154	1,554	5,339
	Caseys General Stores, Inc.	23	2,771	6,319
	Charles River Labs Intl Inc.	25	4,822	5,910
	Chevron Corp.	34	2,527	5,071
	Chipotle Mexican Grill, Inc. CL A	4	1,190	9,148
	Church & Dwight Co., Inc.	77	4,326	7,281
	Cisco Systems, Inc.	141	4,461	7,123
	Cintas Corp.	17	1,813	10,245
	Coca Cola Co.	106	4,939	6,246
	Constellation Brands Inc. CL A	29	6,677	7,011
	Copart Inc	138	3,918	6,762
	Costco Wholesale Corp.	16	4,271	10,561
	Curtiss Wright Corp.	24	2,229	5,347
	Datadog Inc. CL A	30	1,483	3,641
	Deere & Co, Inc. □	14	1,196	5,598
	Dentsply Sirona, Inc.	174	6,064	6,193
	Disney Walt Co.	66	5,554	5,959
	Draftkings, Inc. CL A	104	2,778	3,666
	Emerson Electric Co.	74	3,434	7,202
	Entergy Corp.	70	6,398	7,083
	Fidelity Natl Information Svcs	45	3,832	2,703
	Fortrea Holdings Inc.	52	1,545	1,815
	Hillenbrand, Inc.	97	1,734	4,641
	Hormel Foods Corp.	197	6,019	6,326
	Huntington Bancshares Inc.	549	4,999	6,983
	Intl Flavors & Fragrances Inc.	56	5,192	4,534
	Intuit, Inc.	17	2,765	10,626
	Intuitive Surgical, Inc.	38	4,099	12,820
	LKQ Corp.	149	3,201	7,121
	Laboratory Corp. America Hldgs	21	3,163	4,773
	Lam Research Corp.	10	2,619	7,833
	Eli Lilly & Co.	18	7,522	10,493
	Lincoln Electric Holdings Inc	25	3,586	5,437
	Lowes Cos, Inc.	33	5,376	7,344
	Lululemon Athletica, Inc.	15	1,328	7,669
	MSCI, Inc.	10	2,862	5,657
	Mccormick & Co Inc Non Voting	52	4,245	3,558
	McDonalds Corp.	13	1,231	3,855
	Merck & Co, Inc.	50	3,040	5,451
	Microsoft Corp.	172	11,802	64,679

ROOT LABORATORY, INC. 401(k) PROFIT SHARING PLAN

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SCHEDULE H, LINE 4i - SCHEDULE OF ASSETS (HELD AT END OF YEAR) (Continued)

December 31, 2023

{a}	{b} Identity of Issue, Borrower, Lessor, or Similar Party	{c} Description / Number of Shares of Investment Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	{d} Cost	{e} Current Value
<u>Common Stocks (Continued)</u>				
	Monolithic Power Systems, Inc.	12	\$ 6,024	\$ 7,569
	Netflix, Inc.	20	3,548	9,738
	Northrop Grumman Corp.	12	6,054	5,618
	Nvidia Corp.	76	3,960	37,637
	Old Dominion Freight Lines, Inc	17	739	6,891
	Palo Alto Networks Inc	18	3,550	5,308
	Paypal Holdings, Inc.	83	7,211	5,097
	Philip Morris International, Inc.	76	6,218	7,150
	Pinacle West	98	7,314	7,040
	Pool Corp.	10	3,971	3,987
	Procter & Gamble Co.	25	1,700	3,664
	Progressive Corp.	45	3,118	7,168
	QualComm Inc.	38	5,215	5,496
	RTX Corp.	54	3,584	4,544
	Regions Financial Corp.	274	2,162	5,310
	S&P Global, Inc.	9	2,433	3,965
	Salesforce Inc.	14	2,376	3,684
	Charles Schwab Corp.	90	4,800	6,192
	Servicenow, Inc.	20	3,380	14,130
	Sherwin Williams Co.	22	2,460	6,862
	Sonoco Products	64	2,702	3,576
	Southern Company	100	4,415	7,012
	Stryker Corp.	22	3,587	6,588
	Synopsys, Inc.	25	4,555	12,873
	Tesla Motors Inc.	72	19,262	17,891
	The Trade Desk Inc.	68	1,189	4,893
	Travelers Companies, Inc.	38	4,928	7,239
	US Bancorp	161	7,166	6,968
	United Parcel Service, Inc. CL B	34	3,393	5,346
	United Rentals Inc.	5	2,893	2,867
	Unitedhealth Group Inc.	37	10,695	19,479
	Verizon Communications, Inc.	154	7,490	5,806
	Paramount Global CL B	442	5,242	6,537
	Visa, Inc. CL A	65	2,074	16,923
	Walmart, Inc.	46	3,473	7,252
	Waste Management, Inc.	30	1,324	5,373
	West Pharmaceutical Services Inc.	15	5,126	5,282
	Williams Cos, Inc.	177	3,068	6,165
	Zoetis, Inc. CL A	58	3,525	11,447
	ASML Holding N V	7	3,559	5,298
	Canadian Pacific Railway Ltd.	68	3,424	5,376
	Enbridge, Inc.	196	5,504	7,060
	Magna International Inc.	91	5,770	5,376
	Novartis A G Sponsored ADR	54	3,834	5,452

ROOT LABORATORY, INC. 401(k) PROFIT SHARING PLAN

EIN # 48-0878135, Plan 001

SCHEDULE H, LINE 4i - SCHEDULE OF ASSETS (HELD AT END OF YEAR) (Continued)

December 31, 2023

{a}	{b} Identity of Issue, Borrower, Lessor, or Similar Party	{c} Description / Number of Shares of Investment Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	{d} Cost	{e} Current Value
<u>Common Stocks (Continued)</u>				
	Schlumberger	67	\$ 918	\$ 3,487
	Shopify Inc. A	80	4,740	6,232
	Accenture PLC	11	3,472	3,860
	Eaton Corp. PLC	15	935	3,612
	Chubb Limited	32	3,713	7,232
	Vanguard Reit ETF	398	33,926	35,167
			<u>\$ 464,808</u>	<u>\$ 905,881</u>
<u>Mutual Funds</u>				
	Dodge and Cox Income	69,916	\$ 948,233	\$ 882,336
	Eaton Vance Floating Rate I	12,454	109,122	104,865
	Fidelity Short-term Treasury Bond Index	17,327	175,000	175,347
	Fidelity Intermediate Treasury Bond Index	11,066	108,000	107,889
	Vanguard Group High Yield Admiral	18,872	111,373	102,288
	Vanguard Group Short-term	6,527	68,671	66,768
	American Funds Europacific Growth	11,961	678,262	654,349
	DFA Emerging Markets Core Equity	3,056	51,889	68,485
	DFA Real Estate Securities	926	34,452	36,308
	DFA US Small Cap	2,436	84,523	108,074
	Fidelity International Index	1,263	44,809	59,783
	ClearBridge International Growth	861	42,904	52,478
	JP Morgan Large Cap Growth	31,942	1,355,667	2,016,167
	Vanguard Group Index 500 Admiral	4,862	1,172,054	2,139,419
	BlackRock Advantage Small Cap Growth	50,039	1,217,305	942,240
	Neuberger Berman Large Cap Value	26,376	1,153,651	1,088,002
	Vanguard Group Mid Cap Index	1,831	356,307	527,615
			<u>\$ 7,712,222</u>	<u>\$ 9,132,413</u>
<u>Common/Collective Trust</u>				
*	Benefit Trust FCI Life Strategy Moderate Growth	89,726	\$ 1,276,130	\$ 2,248,538
			<u>\$ 11,499,607</u>	<u>\$ 14,238,161</u>

* Represents a party-in-interest transaction that is not a "prohibited investment" under ERISA.

ROOT LABORATORY, INC. 401(k) PROFIT SHARING PLAN

EIN # 48-0878135, Plan 001

SCHEDULE H, LINE 4j - SCHEDULE OF REPORTABLE TRANSACTIONS

Year Ended December 31, 2023

{a} Identity of Party Involved	{b} Description of Asset	{c} Purchase Price	{d} Selling Price	{e} Cost of Asset	{f} Current Value of Asset on Transaction Date	{g} Net Gain or (Loss)
Northern Institutional Fund	Money market fund	\$ 689,448		\$ 689,448	\$ 689,448	
Northern Institutional Fund	Money market fund		\$ 732,779	\$ 732,779	\$ 732,779	\$ -

NOTE: Schedule is prepared using the alternative way of reporting (iii) series of transactions under DOL regulation 2520.103-6(d)(2).