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

|         |                                                                                                                                                                                                                                                                                                                                |
|---------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Part II | Basic Plan Information—enter all requested information                                                                                                                                                                                                                                                                         |
| 1a      | Name of plan<br>THE FIRST FINANCIAL BANKSHARES INC 401K PROFIT SHARING AND EMPLOYEE STOCK OWNERSHIP PLAN & TRUST                                                                                                                                                                                                               |
| 1b      | Three-digit plan number (PN) ▶ 002                                                                                                                                                                                                                                                                                             |
| 1c      | Effective date of plan<br>01/01/1959                                                                                                                                                                                                                                                                                           |
| 2a      | Plan sponsor's name (employer, if for a single-employer plan)<br>Mailing address (include room, apt., suite no. and street, or P.O. Box)<br>City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions)<br>FIRST FINANCIAL BANKSHARES, INC.<br><br>PO BOX 701<br>ABILENE, TX 79604 |
| 2b      | Employer Identification Number (EIN)<br>75-0944023                                                                                                                                                                                                                                                                             |
| 2c      | Plan Sponsor's telephone number<br>325-627-7219                                                                                                                                                                                                                                                                                |
| 2d      | Business code (see instructions)<br>522110                                                                                                                                                                                                                                                                                     |

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. | 10/07/2024 | MICHELLE HICKOX                                              |
|           | 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                      |

|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |                                                                                                                                                                                                                                                             |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>3a</b> Plan administrator's name and address <input checked="" type="checkbox"/> Same as Plan Sponsor                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | <b>3b</b> Administrator's EIN<br><br><b>3c</b> Administrator's telephone number<br><br><div style="background-color: #cccccc; height: 40px; width: 100%;"></div>                                                                                            |
| <b>4</b> If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report:<br><b>a</b> Sponsor's name<br><b>c</b> Plan Name                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | <b>4b</b> EIN<br><br><b>4d</b> PN                                                                                                                                                                                                                           |
| <b>5</b> Total number of participants at the beginning of the plan year                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | <b>5</b> 2186                                                                                                                                                                                                                                               |
| <b>6</b> Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines <b>6a(1)</b> , <b>6a(2)</b> , <b>6b</b> , <b>6c</b> , and <b>6d</b> ).<br><b>a(1)</b> Total number of active participants at the beginning of the plan year .....<br><b>a(2)</b> Total number of active participants at the end of the plan year .....<br><b>b</b> Retired or separated participants receiving benefits .....<br><b>c</b> Other retired or separated participants entitled to future benefits .....<br><b>d</b> Subtotal. Add lines <b>6a(2)</b> , <b>6b</b> , and <b>6c</b> . .....<br><b>e</b> Deceased participants whose beneficiaries are receiving or are entitled to receive benefits .....<br><b>f</b> Total. Add lines <b>6d</b> and <b>6e</b> . .....<br><b>g(1)</b> Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item) .....<br><b>g(2)</b> Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item) .....<br><b>h</b> Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested ..... | <div style="background-color: #cccccc; height: 20px; width: 100%;"></div> <b>6a(1)</b> 1523<br><b>6a(2)</b> 1476<br><b>6b</b> 56<br><b>6c</b> 1050<br><b>6d</b> 2582<br><b>6e</b> 0<br><b>6f</b> 2582<br><b>6g(1)</b><br><b>6g(2)</b> 2374<br><b>6h</b> 105 |
| <b>7</b> Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item) .....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | <b>7</b>                                                                                                                                                                                                                                                    |

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

2A 2E 2G 2J 2K 2O 3D

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

|                                                                                                                                                                                                                                                                                               |                                                                                                                                                                                                                                                                                               |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>9a</b> Plan funding arrangement (check all that apply)<br>(1) <input type="checkbox"/> Insurance<br>(2) <input type="checkbox"/> Code section 412(e)(3) insurance contracts<br>(3) <input checked="" type="checkbox"/> Trust<br>(4) <input type="checkbox"/> General assets of the sponsor | <b>9b</b> Plan benefit arrangement (check all that apply)<br>(1) <input type="checkbox"/> Insurance<br>(2) <input type="checkbox"/> Code section 412(e)(3) insurance contracts<br>(3) <input checked="" type="checkbox"/> Trust<br>(4) <input type="checkbox"/> General assets of the sponsor |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

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

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

|                                                                                                                                                      |                                                                                    |
|------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------|
| <div>A</div> <div>Name of plan</div> <div>THE FIRST FINANCIAL BANKSHARES INC 401K PROFIT SHARING AND EMPLOYEE STOCK OWNERSHIP PLAN &amp; TRUST</div> | <div>B</div> <div>Three-digit plan number (PN)</div> <div>▶</div> <div>002</div>   |
| <div>C</div> <div>Plan sponsor's name as shown on line 2a of Form 5500</div> <div>FIRST FINANCIAL BANKSHARES, INC.</div>                             | <div>D</div> <div>Employer Identification Number (EIN)</div> <div>75-0944023</div> |

Part I

Service Provider Information (see instructions)

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

1

Information on Persons Receiving Only Eligible Indirect Compensation

- a

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

Yes

No
- b

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

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

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

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

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

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

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

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

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

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

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

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

LEVERAGE RETIREMENT, INC.

P O BOX 889  
ALLEN, TX 75013-0014

75-1983809

| (b)<br>Service Code(s) | (c)<br>Relationship to employer, employee organization, or person known to be a party-in-interest | (d)<br>Enter direct compensation paid by the plan. If none, enter -0-. | (e)<br>Did service provider receive indirect compensation? (sources other than plan or plan sponsor) | (f)<br>Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures? | (g)<br>Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-. | (h)<br>Did the service provider give you a formula instead of an amount or estimated amount? |
|------------------------|---------------------------------------------------------------------------------------------------|------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------|
| 64                     | NONE                                                                                              | 221067                                                                 | Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>                                  | Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>                                                            | 18009                                                                                                                                                                           | Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>                          |

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

CONDLEY AND COMPANY, LLP

75-1056027

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

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

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

**Part I Service Provider Information (continued)**

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

| (a) Enter service provider name as it appears on line 2             | (b) Service Codes<br>(see instructions)                                                                                                                            | (c) Enter amount of indirect compensation |
|---------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------|
|                                                                     |                                                                                                                                                                    |                                           |
| (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<br>(see instructions)                                                                                                                            | (c) Enter amount of indirect compensation |
|                                                                     |                                                                                                                                                                    |                                           |
| (d) Enter name and EIN (address) of source of indirect compensation | (e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation. |                                           |
|                                                                     |                                                                                                                                                                    |                                           |
| (a) Enter service provider name as it appears on line 2             | (b) Service Codes<br>(see instructions)                                                                                                                            | (c) Enter amount of indirect compensation |
|                                                                     |                                                                                                                                                                    |                                           |
| (d) Enter name and EIN (address) of source of indirect compensation | (e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation. |                                           |
|                                                                     |                                                                                                                                                                    |                                           |

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

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

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

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

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

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

|                                                                                                                                      |                                                                    |            |
|--------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------|------------|
| For calendar plan year 2023 or fiscal plan year beginning <b>01/01/2023</b> and ending <b>12/31/2023</b>                             |                                                                    |            |
| <b>A</b> Name of plan<br><b>THE FIRST FINANCIAL BANKSHARES INC 401K PROFIT SHARING AND EMPLOYEE STOCK OWNERSHIP PLAN &amp; TRUST</b> | <b>B</b> Three-digit plan number (PN) ▶                            | <b>002</b> |
| <b>C</b> Plan sponsor's name as shown on line 2a of Form 5500<br><b>FIRST FINANCIAL BANKSHARES, INC.</b>                             | <b>D</b> Employer Identification Number (EIN)<br><b>75-0944023</b> |            |

|               |                                      |
|---------------|--------------------------------------|
| <b>Part I</b> | <b>Asset and Liability Statement</b> |
|---------------|--------------------------------------|

**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 |
|----------------------------------------------------------------------------------------------------|-----------------|-----------------------|-----------------|
| <b>a</b> Total noninterest-bearing cash .....                                                      | <b>1a</b>       | 1132131               | 743642          |
| <b>b</b> Receivables (less allowance for doubtful accounts):                                       |                 |                       |                 |
| <b>(1)</b> Employer contributions .....                                                            | <b>1b(1)</b>    | 4193179               | 1241985         |
| <b>(2)</b> Participant contributions .....                                                         | <b>1b(2)</b>    |                       |                 |
| <b>(3)</b> Other .....                                                                             | <b>1b(3)</b>    | 892428                | 882103          |
| <b>c</b> General investments:                                                                      |                 |                       |                 |
| <b>(1)</b> Interest-bearing cash (include money market accounts & certificates of deposit) .....   | <b>1c(1)</b>    | 11144449              | 12661229        |
| <b>(2)</b> U.S. Government securities .....                                                        | <b>1c(2)</b>    | 14411305              | 15309396        |
| <b>(3)</b> Corporate debt instruments (other than employer securities):                            |                 |                       |                 |
| <b>(A)</b> Preferred .....                                                                         | <b>1c(3)(A)</b> | 3221727               | 1247099         |
| <b>(B)</b> All other .....                                                                         | <b>1c(3)(B)</b> | 22283475              | 25405403        |
| <b>(4)</b> Corporate stocks (other than employer securities):                                      |                 |                       |                 |
| <b>(A)</b> Preferred .....                                                                         | <b>1c(4)(A)</b> |                       |                 |
| <b>(B)</b> Common .....                                                                            | <b>1c(4)(B)</b> | 120733594             | 123705592       |
| <b>(5)</b> Partnership/joint venture interests .....                                               | <b>1c(5)</b>    |                       |                 |
| <b>(6)</b> Real estate (other than employer real property) .....                                   | <b>1c(6)</b>    |                       |                 |
| <b>(7)</b> Loans (other than to participants) .....                                                | <b>1c(7)</b>    |                       |                 |
| <b>(8)</b> Participant loans .....                                                                 | <b>1c(8)</b>    |                       |                 |
| <b>(9)</b> Value of interest in common/collective trusts .....                                     | <b>1c(9)</b>    |                       |                 |
| <b>(10)</b> Value of interest in pooled separate accounts .....                                    | <b>1c(10)</b>   |                       |                 |
| <b>(11)</b> Value of interest in master trust investment accounts .....                            | <b>1c(11)</b>   |                       |                 |
| <b>(12)</b> Value of interest in 103-12 investment entities .....                                  | <b>1c(12)</b>   |                       |                 |
| <b>(13)</b> Value of interest in registered investment companies (e.g., mutual funds) .....        | <b>1c(13)</b>   | 51287402              | 75962377        |
| <b>(14)</b> Value of funds held in insurance company general account (unallocated contracts) ..... | <b>1c(14)</b>   |                       |                 |
| <b>(15)</b> Other .....                                                                            | <b>1c(15)</b>   | 341680                | 299148          |

|                                                                           |              |                       |                 |
|---------------------------------------------------------------------------|--------------|-----------------------|-----------------|
| <b>1d</b> Employer-related investments:                                   |              | (a) Beginning of Year | (b) End of Year |
| (1) Employer securities .....                                             | <b>1d(1)</b> | 73907024              | 62476115        |
| (2) Employer real property .....                                          | <b>1d(2)</b> |                       |                 |
| <b>e</b> Buildings and other property used in plan operation .....        | <b>1e</b>    |                       |                 |
| <b>f</b> Total assets (add all amounts in lines 1a through 1e) .....      | <b>1f</b>    | 303548394             | 319934089       |
| <b>Liabilities</b>                                                        |              |                       |                 |
| <b>g</b> Benefit claims payable .....                                     | <b>1g</b>    |                       |                 |
| <b>h</b> Operating payables .....                                         | <b>1h</b>    | 70573                 | 11178           |
| <b>i</b> Acquisition indebtedness .....                                   | <b>1i</b>    |                       |                 |
| <b>j</b> Other liabilities .....                                          | <b>1j</b>    |                       |                 |
| <b>k</b> Total liabilities (add all amounts in lines 1g through 1j) ..... | <b>1k</b>    | 70573                 | 11178           |
| <b>Net Assets</b>                                                         |              |                       |                 |
| <b>l</b> Net assets (subtract line 1k from line 1f) .....                 | <b>1l</b>    | 303477821             | 319922911       |

**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.

|                                                                                                            |                 |            |           |
|------------------------------------------------------------------------------------------------------------|-----------------|------------|-----------|
| <b>Income</b>                                                                                              |                 | (a) Amount | (b) Total |
| <b>a</b> Contributions:                                                                                    |                 |            |           |
| (1) Received or receivable in cash from: (A) Employers .....                                               | <b>2a(1)(A)</b> | 4993832    |           |
| (B) Participants .....                                                                                     | <b>2a(1)(B)</b> | 6892275    |           |
| (C) Others (including rollovers) .....                                                                     | <b>2a(1)(C)</b> | 852753     |           |
| (2) Noncash contributions .....                                                                            | <b>2a(2)</b>    |            |           |
| (3) Total contributions. Add lines <b>2a(1)(A)</b> , <b>(B)</b> , <b>(C)</b> , and line <b>2a(2)</b> ..... | <b>2a(3)</b>    |            | 12738860  |
| <b>b</b> Earnings on investments:                                                                          |                 |            |           |
| (1) Interest:                                                                                              |                 |            |           |
| (A) Interest-bearing cash (including money market accounts and certificates of deposit) .....              | <b>2b(1)(A)</b> | 1613778    |           |
| (B) U.S. Government securities .....                                                                       | <b>2b(1)(B)</b> |            |           |
| (C) Corporate debt instruments .....                                                                       | <b>2b(1)(C)</b> |            |           |
| (D) Loans (other than to participants) .....                                                               | <b>2b(1)(D)</b> |            |           |
| (E) Participant loans .....                                                                                | <b>2b(1)(E)</b> |            |           |
| (F) Other .....                                                                                            | <b>2b(1)(F)</b> |            |           |
| (G) Total interest. Add lines <b>2b(1)(A)</b> through <b>(F)</b> .....                                     | <b>2b(1)(G)</b> |            | 1613778   |
| (2) Dividends: (A) Preferred stock .....                                                                   | <b>2b(2)(A)</b> | 6458775    |           |
| (B) Common stock .....                                                                                     | <b>2b(2)(B)</b> | 69376      |           |
| (C) Registered investment company shares (e.g. mutual funds) .....                                         | <b>2b(2)(C)</b> | 108864     |           |
| (D) Total dividends. Add lines <b>2b(2)(A)</b> , <b>(B)</b> , and <b>(C)</b> .....                         | <b>2b(2)(D)</b> |            | 6637015   |
| (3) Rents .....                                                                                            | <b>2b(3)</b>    |            |           |
| (4) Net gain (loss) on sale of assets: (A) Aggregate proceeds .....                                        | <b>2b(4)(A)</b> |            |           |
| (B) Aggregate carrying amount (see instructions) .....                                                     | <b>2b(4)(B)</b> |            |           |
| (C) Subtract line <b>2b(4)(B)</b> from line <b>2b(4)(A)</b> and enter result .....                         | <b>2b(4)(C)</b> |            |           |
| (5) Unrealized appreciation (depreciation) of assets: (A) Real estate .....                                | <b>2b(5)(A)</b> |            |           |
| (B) Other .....                                                                                            | <b>2b(5)(B)</b> |            |           |
| (C) Total unrealized appreciation of assets. Add lines <b>2b(5)(A)</b> and <b>(B)</b> .....                | <b>2b(5)(C)</b> |            |           |

|                                                                                                 |        | (a) Amount | (b) Total |
|-------------------------------------------------------------------------------------------------|--------|------------|-----------|
| (6) Net investment gain (loss) from common/collective trusts.....                               | 2b(6)  |            |           |
| (7) Net investment gain (loss) from pooled separate accounts.....                               | 2b(7)  |            |           |
| (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) |            | 23524421  |
| c Other income .....                                                                            | 2c     |            |           |
| d Total income. Add all <b>income</b> amounts in column (b) and enter total .....               | 2d     |            | 44514074  |

**Expenses**

|                                                                                      |        |          |          |
|--------------------------------------------------------------------------------------|--------|----------|----------|
| e Benefit payment and payments to provide benefits:                                  |        |          |          |
| (1) Directly to participants or beneficiaries, including direct rollovers .....      | 2e(1)  | 27599073 |          |
| (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)  |          | 27599073 |
| 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)  | 469911   |          |
| (3) Recordkeeping fees.....                                                          | 2i(3)  |          |          |
| (4) IQPA audit fees.....                                                             | 2i(4)  |          |          |
| (5) Investment advisory and investment management fees .....                         | 2i(5)  |          |          |
| (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) |          |          |
| (12) Total administrative expenses. Add lines 2i(1) through (11) .....               | 2i(12) |          | 469911   |
| j Total expenses. Add all <b>expense</b> amounts in column (b) and enter total ..... | 2j     |          | 28068984 |

**Net Income and Reconciliation**

|                                                          |       |  |          |
|----------------------------------------------------------|-------|--|----------|
| k Net income (loss). Subtract line 2j from line 2d ..... | 2k    |  | 16445090 |
| 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: **CONDLEY & COMPANY**

(2) EIN: **75-1056027**

**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   |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------|-------------------------------------|----------|
| <b>a</b> 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.) .....                 |                                     | <input checked="" type="checkbox"/> |          |
| <b>b</b> Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.) ..... |                                     | <input checked="" type="checkbox"/> |          |
| <b>c</b> Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.) .....                                                                                                                             |                                     | <input checked="" type="checkbox"/> |          |
| <b>d</b> Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.) .....                                                                                                                  |                                     | <input checked="" type="checkbox"/> |          |
| <b>e</b> Was this plan covered by a fidelity bond? .....                                                                                                                                                                                                                                                         | <input checked="" type="checkbox"/> |                                     | 15000000 |
| <b>f</b> Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty? .....                                                                                                                                                                          |                                     | <input checked="" type="checkbox"/> |          |
| <b>g</b> Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser? .....                                                                                                                                       |                                     | <input checked="" type="checkbox"/> |          |
| <b>h</b> Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser? .....                                                                                                                             |                                     | <input checked="" type="checkbox"/> |          |
| <b>i</b> Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.) .....                                                                                                                                                   | <input checked="" type="checkbox"/> |                                     |          |
| <b>j</b> Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.) .....                                                                                     |                                     | <input checked="" type="checkbox"/> |          |
| <b>k</b> Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC? .....                                                                                                                                              |                                     | <input checked="" type="checkbox"/> |          |
| <b>l</b> Has the plan failed to provide any benefit when due under the plan? .....                                                                                                                                                                                                                               |                                     | <input checked="" type="checkbox"/> |          |
| <b>m</b> If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.) .....                                                                                                                                                                                     |                                     | <input checked="" type="checkbox"/> |          |
| <b>n</b> If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3. ....                                                                                                                         |                                     |                                     |          |

**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.)

| <b>5b(1)</b> Name of plan(s) | <b>5b(2)</b> EIN(s) | <b>5b(3)</b> 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 \_\_\_\_\_.



**FIRST FINANCIAL BANKSHARES, INC.  
401(K) PROFIT SHARING AND EMPLOYEE  
STOCK OWNERSHIP PLAN AND TRUST**

*FINANCIAL STATEMENTS AND  
INDEPENDENT AUDITOR'S REPORT*  
December 31, 2023 and 2022

**FIRST FINANCIAL BANKSHARES, INC.  
401(K) PROFIT SHARING AND EMPLOYEE  
STOCK OWNERSHIP PLAN AND TRUST**

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December 31, 2023 and 2022

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October 1, 2024

**Plan Administrator and Trust Committee**  
**First Financial Bankshares, Inc.**  
**401(k) Profit Sharing and Employee**  
**Stock Ownership Plan and Trust**  
**Abilene, Texas**

**Independent Auditor's Report**

**Opinion**

We have audited the financial statements of the First Financial Bankshares, Inc. 401(k) Profit Sharing and Employee Stock Ownership Plan and Trust (the Plan), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), which comprise the statements of net assets available for benefits as of December 31, 2023 and 2022, 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.

In our opinion, the accompanying financial statements present fairly, in all material respects, the net assets available for benefits of the Plan as of December 31, 2023 and 2022, and the changes in its net assets available for benefits for the year ended December 31, 2023, in accordance with accounting principles generally accepted in the United States of America.

**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 meet our other ethical responsibilities per the relevant ethical requirements relating to our audits. We believe the audit evidence we have obtained is sufficient and appropriate to provide a basis for our 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.

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 within one year after the date that the financial statements are issued or 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**

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.

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.

#### **Supplemental Schedules Required by ERISA**

Our audits were conducted for the purpose of forming an opinion on the financial statements as a whole. The supplemental schedules of assets held at the end of the year and reportable transactions as of and 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 (DOL's) Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information has been subjected to the auditing procedures applied in the audits of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS.

In forming our opinion on the supplemental schedules, we evaluated whether the supplemental schedules, including their form and content, are presented in conformity with the DOL's Rules and Regulations for Reporting and Disclosure under ERISA.

In our opinion, the information in the accompanying schedules is fairly stated, in all material respects, in relation to the financial statements as a whole, and the form and content are presented in conformity with the DOL's Rules and Regulations for Reporting and Disclosure under ERISA.

*Condley and Company, L.L.P.*

Certified Public Accountants

**FIRST FINANCIAL BANKSHARES, INC.**  
**401(K) PROFIT SHARING AND EMPLOYEE**  
**STOCK OWNERSHIP PLAN AND TRUST**  
STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS

|                                   | December 31,          |                       |
|-----------------------------------|-----------------------|-----------------------|
|                                   | <u>2023</u>           | <u>2022</u>           |
| <u>ASSETS</u>                     |                       |                       |
| INVESTMENTS AT FAIR VALUE         | \$ 317,066,359        | \$ 297,330,656        |
| CASH AND CASH EQUIVALENTS -       |                       |                       |
| Non-interest bearing cash         | 743,642               | 1,132,131             |
| RECEIVABLES -                     |                       |                       |
| Accrued interest and dividends    | 882,103               | 892,428               |
| Employer contribution receivable  | <u>1,241,985</u>      | <u>4,193,179</u>      |
| TOTAL ASSETS                      | <u>319,934,089</u>    | <u>303,548,394</u>    |
| <u>LIABILITIES</u>                |                       |                       |
| PAYABLES -                        |                       |                       |
| Contributions refund payable      | <u>11,178</u>         | <u>70,573</u>         |
| NET ASSETS AVAILABLE FOR BENEFITS | <u>\$ 319,922,911</u> | <u>\$ 303,477,821</u> |

*The accompanying notes are an integral part of the financial statements.*

**FIRST FINANCIAL BANKSHARES, INC.**  
**401(K) PROFIT SHARING AND EMPLOYEE**  
**STOCK OWNERSHIP PLAN AND TRUST**  
STATEMENT OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS

For the Year Ended December 31, 2023

ADDITIONS TO NET ASSETS ATTRIBUTED TO:

INVESTMENT INCOME:

|                                               |               |
|-----------------------------------------------|---------------|
| Net appreciation in fair value of investments | \$ 23,524,421 |
| Dividend income                               | 6,458,775     |
| Interest income                               | 1,613,778     |
| Mutual fund income reinvested                 | 108,864       |
| Mineral interests                             | 69,376        |
|                                               | <hr/>         |
| Total investment income                       | 31,775,214    |

CONTRIBUTIONS:

Employer:

|                                                        |           |
|--------------------------------------------------------|-----------|
| First Financial Bankshares, Inc.                       | 117,936   |
| First Financial Bank, N.A.                             | 3,997,492 |
| First Technology Services, Inc.                        | 253,873   |
| First Financial Trust & Asset Management Company, N.A. | 624,531   |
|                                                        | <hr/>     |
| Total employer contributions                           | 4,993,832 |

Participant:

|                                                        |           |
|--------------------------------------------------------|-----------|
| First Financial Bankshares, Inc.                       | 182,404   |
| First Financial Bank, N.A.                             | 5,742,491 |
| First Technology Services, Inc.                        | 373,490   |
| First Financial Trust & Asset Management Company, N.A. | 593,890   |
|                                                        | <hr/>     |
| Total participant contributions                        | 6,892,275 |

Rollover:

|                            |         |
|----------------------------|---------|
| First Financial Bank, N.A. | 852,753 |
|                            | <hr/>   |

|                              |         |
|------------------------------|---------|
| Total rollover contributions | 852,753 |
|                              | <hr/>   |

|                     |            |
|---------------------|------------|
| Total contributions | 12,738,860 |
|                     | <hr/>      |

|                 |            |
|-----------------|------------|
| Total additions | 44,514,074 |
|                 | <hr/>      |

**FIRST FINANCIAL BANKSHARES, INC.**  
**401(K) PROFIT SHARING AND EMPLOYEE**  
**STOCK OWNERSHIP PLAN AND TRUST**  
STATEMENT OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS

For the Year Ended December 31, 2023

DEDUCTIONS FROM NET ASSETS ATTRIBUTED TO:

|                               |                   |
|-------------------------------|-------------------|
| Benefits paid to participants | <b>27,599,073</b> |
| Administrative expenses       | <b>469,911</b>    |
|                               | <hr/>             |
| Total deductions              | <b>28,068,984</b> |
|                               | <hr/>             |

|                                                   |                   |
|---------------------------------------------------|-------------------|
| NET INCREASE IN NET ASSETS AVAILABLE FOR BENEFITS | <b>16,445,090</b> |
|---------------------------------------------------|-------------------|

|                                                        |                    |
|--------------------------------------------------------|--------------------|
| Net assets available for benefits at beginning of year | <b>303,477,821</b> |
|                                                        | <hr/>              |

|                                                  |                       |
|--------------------------------------------------|-----------------------|
| NET ASSETS AVAILABLE FOR BENEFITS AT END OF YEAR | <b>\$ 319,922,911</b> |
|                                                  | <hr/> <hr/>           |

*The accompanying notes are an integral part of the financial statements.*

**FIRST FINANCIAL BANKSHARES, INC.**  
**401(K)PROFIT SHARING AND EMPLOYEE**  
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**NOTE 1: DESCRIPTION OF THE PLAN**

The following brief description of the First Financial Bankshares, Inc. 401(k) Profit Sharing and Employee Stock Ownership Plan and Trust (the “Plan”) is provided for general information purposes only. Participants should refer to the Plan agreement for more complete information.

General

The Plan is a defined contribution plan which covers all eligible employees of First Financial Bankshares, Inc., First Financial Bank, N.A., First Technology Services, Inc., and First Financial Trust & Asset Management Company, N.A. (collectively, the “Company”).

The Plan is comprised of two components, the 401(k) profit-sharing plan component and the employee stock ownership plan component (“ESOP”). The ESOP component is designed to comply with Section 4975(e)(7) and the regulations hereunder of the Internal Revenue Code of 1986 (“Code”), as amended.

The Plan is subject to the applicable provisions of the Employee Retirement Income Security Act of 1974 (“ERISA”), as amended, and First Financial Trust & Asset Management Company, N.A. serves as trustee.

The more significant aspects of the Plan are summarized below:

Plan Amendments

The Plan was amended effective January 1, 2023, to update the definition of compensation as total wages as defined by section 3401(a) of the IRC code. However, compensation shall exclude any cash and non-cash fringe benefits, reimbursement or other expense allowances, moving expenses, and payments to a participant pursuant to a nonqualified deferred compensation plan (within the meaning of Section 409A of the Code). This amendment did not have a significant effect on Plan operations.

Eligibility

An employee becomes eligible to make deferrals and receive employer-matching contributions as of the date of hire. However, an employee is not eligible for the profit-sharing portion until January 1<sup>st</sup> following the date of hire.

Employer Contributions

The employer makes a safe harbor matching contribution, which exempts the Plan from performing discriminatory testing, with a maximum of 4% of participants’ total compensation for all participants of the Plan annually and allows participants to contribute a dollar amount that does not exceed the maximum set by the Internal Revenue Service. The Plan retains the right to make discretionary contributions to the participants annually based on profits.

Contributions for the ESOP component may be made with property (including employer securities) instead of cash, provided the contribution is not prohibited under the Code or under ERISA. The employer may designate at its discretion the employer’s non-elective contributions to be allocated within the 401(k) profit-sharing plan component and the ESOP component of this Plan.

Employee Contributions

Employees may make 401(k) salary deferral contributions that do not exceed the Internal Revenue Code guidelines. The employer does not require matching contributions in excess of the safe harbor contribution percentage.

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Participant Accounts

Each participant's account is credited with the participant's contribution and allocation of (1) employer contributions, (2) Plan earnings, and (3) forfeitures of terminated participants' nonvested accounts. Allocations are based on participant annual compensation or account balances. Plan earnings are allocated daily based on each participant's account balance. All investments have been allocated to participants. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

Forfeitures

At December 31, 2023 and 2022, forfeited non-vested accounts totaled \$514,484 and \$524,169, respectively. Forfeitures allocated to participants for the years ended December 31, 2023 and 2022 totaled \$524,169 and \$392,268, respectively. Forfeitures are treated as additional discretionary contributions and allocated in the same ratio that each participant's compensation for the Plan year bears to the total compensation of all participants for the Plan year.

Voting Rights

Each participant has the right to vote for such employer common stock allocated to his/her ESOP account concerning any corporate matter requiring shareholder approval. The trustee has no right to vote on any employer common stock for which a participant fails to vote.

Vesting

Participants are immediately vested in their voluntary contributions, 401(k) safe harbor contributions, and related earnings thereon. Vesting in the employer contributions portion and related earnings is based on the following schedule:

| Years of Service | Vesting Percentage |
|------------------|--------------------|
| 0 to 1 year      | 0%                 |
| 2 years          | 20%                |
| 3 years          | 40%                |
| 4 years          | 60%                |
| 5 years          | 80%                |
| 6 or more years  | 100%               |

Distributions

Distributions from participants' accounts may be made as soon as administratively feasible after termination of employment.

The amount of distribution upon the occurrence of retirement, death, extended disability, or termination of the Plan is equal to the balance of the participant's accounts. The amount available for distribution upon termination of the participant's service with the employer, for reasons other than those listed in the preceding sentence, is the vested portion of the participant's account. Distribution payments for vested balances of \$5,000 or less are paid in a lump sum, and vested accounts in excess of \$5,000 can be paid in a lump sum, ad hoc, or in installments at the option of the participant.

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**NOTE 2: SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES**

The accounting and reporting policies of the Plan conform with accounting principles generally accepted in the United States of America. Such significant policies and procedures are summarized as follows:

Basis of Accounting

The financial statements of the Plan are prepared using the accrual method of accounting.

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. See **NOTE 5** for a discussion of fair value measurements.

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

Income Tax Status

The Plan received a favorable determination letter from the Internal Revenue Service dated June 24, 2014, regarding the Plan's qualification under Sections 401(a) and 4975(e)(7) of the Internal Revenue Code. The Plan Administrator believes the Plan is currently designed and operated in compliance with the applicable requirements of the Code.

Management evaluated the Plan's tax position and concluded that the Plan had maintained its tax-exempt status and had taken no uncertain tax positions that required adjustment to the financial statements. Therefore, no provision or liability for income taxes has been included in the financial statements. The Plan is no longer subject to income tax examination by the U.S. federal, state, or local tax authorities for three years following the most recent tax filing.

Use of Estimates

The preparation of financial statements in conformity with generally accepted accounting principles requires management to make estimates and assumptions that affect the reported amounts of net assets available for benefits and changes therein. Actual results could differ from those estimates.

Subsequent Events

The Plan Administrator has evaluated subsequent events for potential recognition and/or disclosure through October 1, 2024, the date the financial statements were issued.

Payment of Benefits

Benefits are recorded when paid.

Administrative Expenses

The Plan's expenses are paid either by the Plan or the Company, as provided by the Plan document. Expenses paid directly by the Company are excluded from these financial statements. Certain expenses incurred in connection with the general administration of the Plan that are paid by the Plan are recorded as deductions in the accompanying statement of changes in net assets available for benefits. In addition,

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certain investment-related expenses are included in the net appreciation of the fair value of investments presented in the accompanying statement of changes in net assets available for benefits.

Recent Accounting Pronouncements

The Plan has adopted all recent accounting pronouncements issued by the FASB (including its Emerging Issues Task Force) and the American Institute of Certified Public Accountants that management believes will have a material impact on the Plan's present or future financial statements.

**NOTE 3: PLAN TERMINATION**

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

**NOTE 4: INVESTMENTS**

The following table presents the fair value of investments.

|                                                                  | December 31,          |                       |
|------------------------------------------------------------------|-----------------------|-----------------------|
|                                                                  | <u>2023</u>           | <u>2022</u>           |
| Investments at fair value as determined by quoted market price:  |                       |                       |
| Financial Square Government Trust Fund                           | \$ 2,652,607          | \$ 3,234,073          |
| Money market deposit account                                     | 10,008,622            | 7,910,376             |
| United States government securities                              | 15,309,396            | 14,411,305            |
| Municipal bonds                                                  | 1,247,099             | 3,221,727             |
| Corporate bonds                                                  | 25,405,403            | 22,283,475            |
| First Financial Bankshares, Inc. common stock                    | 62,476,115            | 73,907,024            |
| Other common stocks                                              | 123,705,592           | 120,733,594           |
| Mutual funds                                                     | 75,962,377            | 51,287,402            |
|                                                                  | <u>316,767,211</u>    | <u>296,988,976</u>    |
| Investments at fair value as determined by estimated fair value: |                       |                       |
| Mineral interests                                                | <u>299,148</u>        | <u>341,680</u>        |
|                                                                  | <u>\$ 317,066,359</u> | <u>\$ 297,330,656</u> |

**NOTE 5: FAIR VALUE MEASUREMENTS**

Under the FASB's authoritative guidance on fair value measurements, 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. In determining fair value, the Plan uses various methods, including market, income, and cost approaches. Based on these approaches, the Plan often utilizes certain assumptions that market participants would use in pricing the asset or liability, including assumptions about risk and the risks inherent in the inputs to the valuation technique. These inputs can be readily observable, market-corroborated, or generally unobservable inputs. The Plan utilizes valuation techniques that maximize the use of observable inputs and minimize the use of unobservable inputs. Based on the observability of the inputs used in the valuation techniques, the Plan is required to provide the following information according to the fair value hierarchy. The fair value hierarchy ranks the quality and reliability of the information used to determine fair values. Financial assets and liabilities carried at fair value will be classified and disclosed in one of the following three categories:

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*Level 1* - Quoted prices for identical assets and liabilities traded in active exchange markets.

*Level 2* - Observable inputs other than Level 1, including quoted prices for similar assets or liabilities, quoted prices in less active markets, or other observable inputs that can be corroborated by observable market data.

*Level 3* - Unobservable inputs supported by little or no market activity for financial instruments whose value is determined using pricing models, discounted cash flow methodologies, or similar techniques, as well as instruments for which the determination of fair value requires significant management judgment or estimation; also includes observable inputs for nonbinding single dealer quotes not corroborated by observable market data.

The following is a description of valuation methodologies used for assets at fair value. There were no changes in the methodologies used for 2023 and 2022.

*United States government securities:* Valued at the closing price reported in the active market in which the security is traded.

*Corporate and municipal bonds:* Certain bonds are valued at the closing price reported in the market in which the bond is traded. Others are valued based on yields currently available on comparable securities of issuers with similar credit ratings. When quoted prices are unavailable for identical or similar bonds, the bond is valued under a discounted cash flow approach that maximizes observable inputs, such as current yields of similar instruments, but includes adjustments for certain risks that may not be observable, such as credit and liquidity risks.

*Common stocks:* Valued at the closing price reported on the active exchange markets.

*Mutual funds:* Valued at the net asset value ("NAV") of shares held by the Plan at year-end at the closing price reported on an active market.

*Mineral interests:* Valued based on the past forty-eight months of production. The unobservable inputs are not considered to be material to the financial statements.

*Cash and cash equivalents (Money market deposit account and Financial Square Government Trust Fund):* Valued at the NAV of shares held by the Plan at year-end at the closing price reported on an active market.

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

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The following table presents the balances of assets measured at fair value on a recurring basis as of December 31, 2023:

|                                                                                  | <u>Level 1</u>        | <u>Level 2</u>       | <u>Level 3</u>    | <u>Total</u>          |
|----------------------------------------------------------------------------------|-----------------------|----------------------|-------------------|-----------------------|
| <b>Recurring fair value measurement</b>                                          |                       |                      |                   |                       |
| Money market deposit<br>account and Financial<br>Square Government<br>Trust Fund | \$ 12,661,229         | \$ -                 | \$ -              | \$ 12,661,229         |
| United States government<br>securities                                           | -                     | 15,309,396           | -                 | 15,309,396            |
| Municipal bonds                                                                  | -                     | 1,247,099            | -                 | 1,247,099             |
| Corporate bonds                                                                  | -                     | 25,405,403           | -                 | 25,405,403            |
| Common stocks                                                                    | 186,181,707           | -                    | -                 | 186,181,707           |
| Mutual funds                                                                     | 75,962,377            | -                    | -                 | 75,962,377            |
| Mineral interests                                                                | -                     | -                    | 299,148           | 299,148               |
| Total assets at fair value                                                       | <u>\$ 274,805,313</u> | <u>\$ 41,961,898</u> | <u>\$ 299,148</u> | <u>\$ 317,066,359</u> |

The following table presents the balances of assets measured at fair value on a recurring basis as of December 31, 2022:

|                                                                                  | <u>Level 1</u>        | <u>Level 2</u>       | <u>Level 3</u>    | <u>Total</u>          |
|----------------------------------------------------------------------------------|-----------------------|----------------------|-------------------|-----------------------|
| <b>Recurring fair value measurement</b>                                          |                       |                      |                   |                       |
| Money market deposit<br>account and Financial<br>Square Government<br>Trust Fund | \$ 11,144,449         | \$ -                 | \$ -              | \$ 11,144,449         |
| United States government<br>securities                                           | -                     | 14,411,305           | -                 | 14,411,305            |
| Municipal bonds                                                                  | -                     | 3,221,727            | -                 | 3,221,727             |
| Corporate bonds                                                                  | -                     | 22,283,475           | -                 | 22,283,475            |
| Common stocks                                                                    | 194,640,618           | -                    | -                 | 194,640,618           |
| Mutual funds                                                                     | 51,287,402            | -                    | -                 | 51,287,402            |
| Mineral interests                                                                | -                     | -                    | 341,680           | 341,680               |
| Total assets at fair value                                                       | <u>\$ 257,072,469</u> | <u>\$ 39,916,507</u> | <u>\$ 341,680</u> | <u>\$ 297,330,656</u> |

There were no transfers to or from Level 3 investments during the years ended December 31, 2023 and 2022.

**NOTE 6: TRANSACTIONS WITH PARTIES IN INTEREST**

The Plan reported dividend income of \$1,486,438 for the year ended December 31, 2023 on employer common stock held.

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**NOTE 7: RISKS AND UNCERTAINTIES**

The Plan invests in various 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 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 statement of net assets available for benefits.

The trustee of the Plan is authorized to invest, at its discretion, in employer securities. The Plan owned 2,061,918 and 2,148,460 shares of First Financial Bankshares, Inc., common stock at December 31, 2023 and 2022, respectively. The shares had a cost of \$25,732,070 and \$23,429,974 and a fair market value of \$62,476,115 and \$73,907,024 at December 31, 2023 and 2022, respectively. As of December 31, 2023 and 2022, the fair value market of the shares in First Financial Bankshares, Inc., represented 19.5% and 24.4%, respectively, of the Plan's net assets.

**SUPPLEMENTARY INFORMATION**

**FIRST FINANCIAL BANKSHARES, INC.**  
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SCHEDULE H, LINE 4i - SCHEDULE OF ASSETS HELD AT END OF YEAR

EIN: 75-0944023  
Plan number: 002

December 31, 2023

| (a) | Identity of Issuer, Borrower,<br>Lessor, or Similar Party (b) | Description of Investment including<br>Maturity Date, Rate of Interest, Collateral<br>Par or Maturity Value (c) | Cost (d)          | Current<br>Value (e) |
|-----|---------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------|-------------------|----------------------|
|     | INTEREST BEARING CASH FUNDS:                                  |                                                                                                                 |                   |                      |
|     | Money market deposit account                                  |                                                                                                                 | \$ 2,652,607      | \$ 2,652,607         |
|     | Financial Square Government Trust Fund                        |                                                                                                                 | 10,008,622        | 10,008,622           |
|     |                                                               |                                                                                                                 | <u>12,661,229</u> | <u>12,661,229</u>    |
|     | UNITED STATES GOVERNMENT SECURITIES:                          |                                                                                                                 |                   |                      |
|     | Federal National Mortgage Association<br>FNA 2023-M5 2A2      | \$200,000 principal amount, variable,<br>due July 2028                                                          | 191,289           | 200,135              |
|     | Federal National Mortgage Association<br>Pool #FN890599       | \$82,604 principal amount, 3.50%,<br>due November 1, 2033                                                       | 87,199            | 79,310               |
|     | Federal National Mortgage Association<br>Pool #AI2527         | \$47,679 principal amount, 3.50%,<br>due August 1, 2032                                                         | 50,794            | 45,958               |
|     | Federal National Mortgage Association<br>Pool #AL4688         | \$522,532 principal amount, 4.50%,<br>due January 1, 2042                                                       | 566,878           | 521,858              |
|     | Federal National Mortgage Association<br>Pool #AL9042         | \$111,339 principal amount, 3.50%,<br>due July 1, 2031                                                          | 116,714           | 108,504              |
|     | Federal National Mortgage Association<br>Pool #AS8018         | \$104,825 principal amount, 3.00%,<br>due September 1, 2031                                                     | 108,182           | 100,487              |
|     | Federal National Mortgage Association<br>Pool #BL5322         | \$250,000 principal amount, 2.43%,<br>due January 1, 2030                                                       | 211,750           | 220,810              |
|     | Federal National Mortgage Association<br>Pool #BM1030         | \$102,748 principal amount, 3.50%<br>due November 1, 2034                                                       | 107,532           | 98,783               |
|     | Federal National Mortgage Association<br>Pool #BM1045         | \$207,660 principal amount, 3.00%,<br>due March 1, 2032                                                         | 209,218           | 198,420              |
|     | Federal National Mortgage Association<br>Pool #BM1599         | \$88,935 principal amount, 3.50%,<br>due March 1, 2032                                                          | 93,215            | 86,741               |
|     | Federal National Mortgage Association<br>Pool #BM1878         | \$101,462 principal amount, 4.00%,<br>due October 1, 2037                                                       | 107,583           | 98,873               |
|     | Federal National Mortgage Association<br>Pool #BN6579         | \$197,099 principal amount, 3.50%,<br>due April 1, 2034                                                         | 204,921           | 193,015              |
|     | Federal National Mortgage Association<br>Pool #CA1828         | \$116,358 principal amount, 4.00%,<br>due May 1, 2033                                                           | 119,531           | 115,234              |
|     | Federal National Mortgage Association<br>Pool #FM1300         | \$344,911 principal amount, 3.00%,<br>due July 1, 2034                                                          | 352,994           | 327,127              |
|     | Federal National Mortgage Association<br>Pool #FS2826         | \$1,142,380 principal amount, 4.00%,<br>due September 1, 2042                                                   | 1,047,598         | 1,098,558            |
|     | Federal National Mortgage Association<br>Pool #FS2873         | \$462,016 principal amount, 3.50%,<br>due August 1, 2042                                                        | 434,151           | 430,705              |
|     | Federal National Mortgage Association<br>Pool #MA0675         | \$172,898 principal amount, 4.00%,<br>due February 1, 2041                                                      | 183,218           | 166,687              |
|     | Federal National Mortgage Association<br>Pool #MA1481         | \$65,539 principal amount, 3.00%,<br>due June 1, 2028                                                           | 68,734            | 63,407               |

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EIN: 75-0944023  
Plan number: 002

December 31, 2023

| (a) | Identity of Issuer, Borrower,<br>Lessor, or Similar Party (b) | Description of Investment including<br>Maturity Date, Rate of Interest, Collateral<br>Par or Maturity Value (c) | Cost (d)  | Current<br>Value (e) |
|-----|---------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------|-----------|----------------------|
|     | Federal National Mortgage Association<br>Pool #MA1580         | \$57,867 principal amount, 3.00%,<br>due September 1, 2028                                                      | 57,968    | 55,970               |
|     | Federal National Mortgage Association<br>Pool #MA3771         | \$232,824 principal amount, 3.00%,<br>due September 1, 2039                                                     | 238,427   | 216,892              |
|     | Federal National Mortgage Association<br>Pool #MA4288         | \$1,535,285 principal amount, 2.50%,<br>due March 1, 2041                                                       | 1,620,959 | 1,367,034            |
|     | Federal Home Loan Mortgage Corporation<br>Pool #A70226        | \$98,381 principal amount, 4.50%,<br>due July 1, 2037                                                           | 106,175   | 98,434               |
|     | Federal Home Loan Mortgage Corporation<br>Pool #C91413        | \$114,197 principal amount, 3.50%,<br>due December 1, 2031                                                      | 120,727   | 110,252              |
|     | Federal Home Loan Mortgage Corporation<br>Pool #C91754        | \$112,103 principal amount, 4.50%,<br>due March 1, 2034                                                         | 121,106   | 111,847              |
|     | Federal Home Loan Mortgage Corporation<br>Pool #G16262        | \$127,122 principal amount, 3.00%,<br>due July 1, 2032                                                          | 126,883   | 121,568              |
|     | Federal Home Loan Mortgage Corporation<br>Pool #G185192       | \$80,095 principal amount, 3.50%,<br>due July 1, 2029                                                           | 84,817    | 78,086               |
|     | Federal Home Loan Mortgage Corporation<br>Pool #G30840        | \$317,324 principal amount, 4.50%,<br>due June 1, 2034                                                          | 343,300   | 314,756              |
|     | Federal Home Loan Mortgage Corporation<br>Pool #G31087        | \$242,446 principal amount, 4.00%,<br>due July 1, 2038                                                          | 249,984   | 236,370              |
|     | Federal Home Loan Mortgage Corporation<br>Pool #J26920        | \$38,859 principal amount, 3.00%,<br>due January 1, 2029                                                        | 40,772    | 37,541               |
|     | Federal Home Loan Mortgage Corporation<br>Pool #U89009        | \$115,615 principal amount, 3.50%,<br>due September 1, 2032                                                     | 117,281   | 111,391              |
|     | Federal Home Loan Mortgage Corporation<br>Pool #U95027        | \$166,581 principal amount, 4.00%,<br>due July 1, 2042                                                          | 171,429   | 161,852              |
|     | Federal Home Loan Mortgage Corporation<br>Pool #U99123        | \$211,110 principal amount, 4.00%,<br>due March 1, 2044                                                         | 218,603   | 205,116              |
|     | Federal Home Loan Mortgage Corporation<br>FHMS #K069 A1       | \$24,693 principal amount, 2.892%,<br>due June 25, 2027                                                         | 25,422    | 24,443               |
|     | Federal Home Loan Mortgage Corporation<br>FHMS #K159 A1       | \$316,347 principal amount, 3.95%,<br>due December 25, 2029                                                     | 346,289   | 311,228              |
|     | Federal Home Loan Mortgage Corporation<br>FHMS #K072 A2       | \$200,000 principal amount, 4.284%,<br>due July 25, 2030                                                        | 186,101   | 198,395              |
|     | Federal Home Loan Mortgage Corporation<br>Pool #RA7926        | \$963,963 principal amount, 4.50%,<br>due September 1, 2052                                                     | 961,553   | 935,583              |
|     | Federal Home Loan Mortgage Corporation<br>Pool #RB5198        | \$457,688 principal amount, 4.50%,<br>due December 1, 2042                                                      | 437,521   | 452,864              |
|     | Federal Home Loan Mortgage Corporation<br>Pool #RB5207        | \$1,021,688 principal amount, 5.00%,<br>due January 1, 2043                                                     | 1,001,254 | 1,024,293            |

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**STOCK OWNERSHIP PLAN AND TRUST**  
SCHEDULE H, LINE 4i - SCHEDULE OF ASSETS HELD AT END OF YEAR

EIN: 75-0944023  
Plan number: 002

December 31, 2023

| (a) | <i>Identity of Issuer, Borrower,<br/>Lessor, or Similar Party (b)</i> | <i>Description of Investment including<br/>Maturity Date, Rate of Interest, Collateral<br/>Par or Maturity Value (c)</i> | <i>Cost (d)</i>   | <i>Current<br/>Value (e)</i> |
|-----|-----------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------|-------------------|------------------------------|
|     | Federal Home Loan Mortgage Corporation<br>Pool #SC0122                | \$718,879 principal amount, 2.50%,<br>due February 1, 2041                                                               | 736,177           | 634,554                      |
|     | Federal Home Loan Mortgage Corporation<br>Pool #SC0344                | \$921,007 principal amount, 5.00%,<br>due March 1, 2043                                                                  | 866,322           | 922,306                      |
|     | Federal Home Loan Mortgage Corporation<br>Pool #SD1672                | \$966,013 principal amount, 4.50%,<br>due October 1, 2052                                                                | 924,957           | 937,583                      |
|     | Federal Home Loan Mortgage Corporation<br>Pool #ZS4662                | \$373,008 principal amount, 3.00%,<br>due May 1, 2046                                                                    | 385,481           | 339,919                      |
|     | FRESB Mortgage Trust<br>2019-S68 A10F Var 2                           | \$711,300 principal amount, variable,<br>due September 25, 2029                                                          | 636,614           | 630,902                      |
|     | United States Treasury Note                                           | \$500,000 principal amount, 2.125%,<br>due September 30, 2024                                                            | 505,273           | 489,745                      |
|     | United States Treasury Note                                           | \$500,000 principal amount, 2.00%,<br>due February 15, 2025                                                              | 502,930           | 485,295                      |
|     | United States Treasury Note                                           | \$500,000 principal amount, 4.75%,<br>due February 15, 2041                                                              | 472,957           | 540,565                      |
|     |                                                                       |                                                                                                                          | <u>15,868,783</u> | <u>15,309,396</u>            |
|     | MUNICIPAL BONDS:                                                      |                                                                                                                          |                   |                              |
|     | Austin Texas Community College                                        | \$500,000 principal amount, 1.658%,<br>due August 1, 2029                                                                | 500,000           | 430,795                      |
|     | Austin Texas Community College                                        | \$440,000 principal amount, 1.181%,<br>due February 1, 2026                                                              | 440,000           | 409,873                      |
|     | Austin Texas Community College                                        | \$250,000 principal amount, 1.58%,<br>due February 1, 2028                                                               | 250,000           | 223,593                      |
|     | Corsicana Tx Indep Sch District                                       | \$200,000 principal amount, 1.452%,<br>due February 15, 2027                                                             | 199,000           | 182,838                      |
|     |                                                                       |                                                                                                                          | <u>1,389,000</u>  | <u>1,247,099</u>             |
|     | CORPORATE BONDS:                                                      |                                                                                                                          |                   |                              |
|     | Alexandria Real Estate E                                              | \$500,000 principal amount, 4.90%,<br>due December 15, 2030                                                              | 477,030           | 501,436                      |
|     | Alexandria Real Estate Equities                                       | \$250,000 principal amount, 3.95%,<br>due January 15, 2028                                                               | 240,103           | 240,028                      |
|     | American Express Co.                                                  | \$500,000 principal amount, 5.85%,<br>due November 5, 2027                                                               | 501,375           | 521,783                      |
|     | Amgen, Inc.                                                           | \$250,000 principal amount, 3.125%,<br>due May 1, 2025                                                                   | 255,613           | 243,575                      |
|     | Apollo Management Holdings                                            | \$1,000,000 principal amount, 4.872%,<br>due February 15, 2029                                                           | 970,610           | 981,760                      |
|     | AutoZone, Inc.                                                        | \$400,000 principal amount, 4.872%,<br>due November 1, 2028                                                              | 404,808           | 425,008                      |
|     | Bank of America Corp Variable                                         | \$1,000,000 principal amount, 1.734%,<br>due July 22, 2027                                                               | 995,910           | 916,150                      |

**FIRST FINANCIAL BANKSHARES, INC.**  
**401(K) PROFIT SHARING AND EMPLOYEE**  
**STOCK OWNERSHIP PLAN AND TRUST**  
SCHEDULE H, LINE 4i - SCHEDULE OF ASSETS HELD AT END OF YEAR

EIN: 75-0944023  
Plan number: 002

December 31, 2023

| (a) | <i>Identity of Issuer, Borrower,<br/>Lessor, or Similar Party (b)</i> | <i>Description of Investment including<br/>Maturity Date, Rate of Interest, Collateral<br/>Par or Maturity Value (c)</i> | <i>Cost (d)</i> | <i>Current<br/>Value (e)</i> |
|-----|-----------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------|-----------------|------------------------------|
|     | Bank of America Corp Variable                                         | \$500,000 principal amount, 4.9848%,<br>due July 22, 2028                                                                | 510,795         | 499,930                      |
|     | Blackstone Holdings Finance Co.                                       | \$250,000 principal amount, 2.50%,<br>due January 10, 2030                                                               | 218,413         | 214,095                      |
|     | Boston Properties LP                                                  | \$1,150,000 principal amount, 3.25%,<br>due January 30, 2031                                                             | 968,155         | 988,145                      |
|     | Broadcom, Inc.                                                        | \$200,000 principal amount, 4.926%,<br>due May 15, 2037                                                                  | 190,334         | 193,546                      |
|     | Centrl Tx Regl Mobility Auth R Txbl-Ref-Ser C-Senior Lien             | \$250,000 principal amount, 1.445%,<br>due January 1, 2025                                                               | 250,000         | 240,533                      |
|     | CVS Health Corp.                                                      | \$900,000 principal amount, 4.30%,<br>due March 25, 2028                                                                 | 554,300         | 492,101                      |
|     | Elevance Health, Inc.                                                 | \$250,000 principal amount, 6.50%,<br>due August 15, 2024                                                                | 261,473         | 246,682                      |
|     | Energy Transfer LP                                                    | \$400,000 principal amount, 4.95%,<br>due May 15, 2028                                                                   | 388,676         | 398,387                      |
|     | Equinix, Inc.                                                         | \$250,000 principal amount, 1.80%,<br>due July 15, 2027                                                                  | 222,215         | 226,310                      |
|     | Equinix, Inc.                                                         | \$750,000 principal amount, 3.20%,<br>due November 18, 2029                                                              | 685,175         | 688,823                      |
|     | Equinix, Inc.                                                         | \$250,000 principal amount, 3.90%,<br>due April 15, 2032                                                                 | 230,655         | 232,095                      |
|     | Goldman Sachs Group, Inc./The Variable                                | \$900,000 principal amount, 1.948%,<br>due October 21, 2027                                                              | 1,006,740       | 937,691                      |
|     | Goldman Sachs Group, Inc./The Variable                                | \$800,000 principal amount, 4.223%,<br>due May 1, 2029                                                                   | 758,924         | 773,864                      |
|     | JPMorgan Chase & Co Variable                                          | \$1,000,000 principal amount, 3.782%,<br>due February 1, 2028                                                            | 976,630         | 965,880                      |
|     | JPMorgan Chase & Co Variable                                          | \$500,000 principal amount, 4.203%,<br>due July 23, 2029                                                                 | 456,995         | 486,306                      |
|     | JPMorgan Chase & Co Variable                                          | \$500,000 principal amount, 4.565%,<br>due June 14, 2030                                                                 | 490,010         | 489,280                      |
|     | Juniper Networks, Inc.                                                | \$600,000 principal amount, 5.95%,<br>due March 15, 2041                                                                 | 174,598         | 164,034                      |
|     | Lowe's Cos, Inc.                                                      | \$100,000 principal amount, 4.50%,<br>due April 15, 2030                                                                 | 122,239         | 99,560                       |
|     | Lowe's Cos, Inc.                                                      | \$850,000 principal amount, 5.00%,<br>due April 15, 2033                                                                 | 1,167,743       | 1,225,318                    |
|     | Meta Platforms, Inc.                                                  | \$1,500,000 principal amount, 3.50%,<br>due August 15, 2027                                                              | 1,452,541       | 1,460,669                    |

**FIRST FINANCIAL BANKSHARES, INC.**  
**401(K) PROFIT SHARING AND EMPLOYEE**  
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SCHEDULE H, LINE 4i - SCHEDULE OF ASSETS HELD AT END OF YEAR

EIN: 75-0944023  
Plan number: 002

December 31, 2023

| (a) | Identity of Issuer, Borrower,<br>Lessor, or Similar Party (b) | Description of Investment including<br>Maturity Date, Rate of Interest, Collateral<br>Par or Maturity Value (c) | Cost (d)          | Current<br>Value (e) |
|-----|---------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------|-------------------|----------------------|
|     | Morgan Stanley                                                | \$500,000 principal amount, 0.79%,<br>due May 30, 2025                                                          | 976,575           | 977,580              |
|     | Morgan Stanley Variable                                       | \$500,000 principal amount, 4.431%,<br>due January 23, 2030                                                     | 457,765           | 486,990              |
|     | NXP BV / NXP Funding LLC / NXP USA Inc                        | \$450,000 principal amount, 3.15%,<br>due May 1, 2027                                                           | 485,856           | 427,226              |
|     | ONEOK, Inc.                                                   | \$600,000 principal amount, 6.05%,<br>due September 1, 2033                                                     | 694,441           | 741,863              |
|     | Oracle Corp.                                                  | \$1,000,000 principal amount, 3.60%,<br>due April 1, 2040                                                       | 849,825           | 800,496              |
|     | Oracle Corp.                                                  | \$500,000 principal amount, 4.65%,<br>due May 6, 2030                                                           | 492,131           | 498,775              |
|     | Reinsurance Group of America Inc                              | \$500,000 principal amount, 3.90%,<br>due May 15, 2029                                                          | 508,057           | 475,979              |
|     | Reinsurance Group of America Inc                              | \$500,000 principal amount, 6.00%,<br>due September 15, 2033                                                    | 497,465           | 525,190              |
|     | Roper Technologies, Inc.                                      | \$200,000 principal amount, 1.40%,<br>due September 15, 2027                                                    | 193,318           | 179,086              |
|     | Roper Technologies, Inc.                                      | \$700,000 principal amount, 2.95%,<br>due September 15, 2029                                                    | 175,044           | 183,463              |
|     | Roper Technologies, Inc.                                      | \$250,000 principal amount, 4.20%,<br>due September 15, 2028                                                    | 250,478           | 245,856              |
|     | Ross Stores, Inc.                                             | \$350,000 principal amount, 4.70%,<br>due April 15, 2027                                                        | 392,089           | 346,238              |
|     | Schertz/Seguin Tx Govt Corp                                   | \$600,000 principal amount, 1.83%,<br>due February 1, 2025                                                      | 600,000           | 579,810              |
|     | Schertz/Seguin Tx Govt Corp                                   | \$500,000 principal amount, 3.11%,<br>due February 1, 2035                                                      | 500,000           | 423,695              |
|     | Starbucks Corp.                                               | \$750,000 principal amount, 3.80%,<br>due August 15, 2025                                                       | 774,390           | 736,358              |
|     | Stryker Corp.                                                 | \$325,000 principal amount, 3.375%,<br>due November 1, 2025                                                     | 319,842           | 316,420              |
|     | Toronto-Dominion Bank/The Floating                            | \$500,000 principal amount, 6.440252%,<br>due July 17, 2026                                                     | 500,440           | 500,955              |
|     | United Health Group                                           | \$600,000 principal amount, 4.00%,<br>due May 15, 2029                                                          | 554,220           | 591,860              |
|     | Wells Fargo & CO Floating                                     | \$1,000,000 principal amount, 6.700619%,<br>due April 25, 2026                                                  | 1,006,584         | 1,007,279            |
|     | Whirlpool Corp.                                               | \$600,000 principal amount, 4.60%,<br>due May 15, 2050                                                          | 602,892           | 507,295              |
|     |                                                               |                                                                                                                 | <u>25,763,472</u> | <u>25,405,403</u>    |

**FIRST FINANCIAL BANKSHARES, INC.**  
**401(K) PROFIT SHARING AND EMPLOYEE**  
**STOCK OWNERSHIP PLAN AND TRUST**  
SCHEDULE H, LINE 4i - SCHEDULE OF ASSETS HELD AT END OF YEAR

EIN: 75-0944023  
Plan number: 002

December 31, 2023

| (a)            | Identity of Issuer, Borrower,<br>Lessor, or Similar Party (b) | Description of Investment including<br>Maturity Date, Rate of Interest, Collateral<br>Par or Maturity Value (c) | Cost (d)   | Current<br>Value (e) |
|----------------|---------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------|------------|----------------------|
| COMMON STOCKS: |                                                               |                                                                                                                 |            |                      |
|                | Abbott Laboratories                                           | 9,348 shares                                                                                                    | 1,124,055  | 1,028,934            |
|                | Adobe, Inc.                                                   | 203 shares                                                                                                      | 97,597     | 121,110              |
|                | Advanced Micro Devices, Inc.                                  | 9,990 shares                                                                                                    | 966,105    | 1,472,626            |
|                | Alexandria Real Estate Equities                               | 5,974 shares                                                                                                    | 777,096    | 757,324              |
|                | Alphabet, Inc.                                                | 34,857 shares                                                                                                   | 2,395,396  | 4,869,174            |
|                | Amazon.com, Inc.                                              | 27,192 shares                                                                                                   | 2,951,742  | 4,131,552            |
|                | American Electric Power Co., Inc.                             | 13,236 shares                                                                                                   | 1,070,830  | 1,075,028            |
|                | American Tower Corp.                                          | 3,868 shares                                                                                                    | 750,226    | 835,024              |
|                | Amgen, Inc.                                                   | 6,890 shares                                                                                                    | 1,597,123  | 1,984,458            |
|                | Apple, Inc.                                                   | 31,486 shares                                                                                                   | 2,361,765  | 6,062,000            |
|                | Bank of America Corp.                                         | 29,362 shares                                                                                                   | 787,074    | 988,619              |
|                | BlackRock, Inc.                                               | 2,362 shares                                                                                                    | 1,490,697  | 1,917,472            |
|                | Blackstone, Inc.                                              | 23,851 shares                                                                                                   | 1,605,185  | 3,122,573            |
|                | Bloom Energy Corp.                                            | 6,746 shares                                                                                                    | 118,868    | 99,841               |
|                | Booking Holdings, Inc.                                        | 30 shares                                                                                                       | 61,358     | 106,417              |
|                | Broadcom, Inc.                                                | 1,842 shares                                                                                                    | 672,472    | 2,056,133            |
|                | Camden Property Trust                                         | 5,382 shares                                                                                                    | 579,508    | 534,379              |
|                | Chart Industries, Inc.                                        | 257 shares                                                                                                      | 30,075     | 35,037               |
|                | Chevron Corp.                                                 | 23,312 shares                                                                                                   | 2,388,765  | 3,477,218            |
|                | Cisco Systems, Inc.                                           | 19,718 shares                                                                                                   | 849,422    | 996,153              |
|                | Citigroup, Inc.                                               | 18,967 shares                                                                                                   | 1,217,190  | 975,662              |
|                | The Coca-Cola Co.                                             | 29,209 shares                                                                                                   | 1,472,136  | 1,721,286            |
|                | Comcast Corp.                                                 | 19,214 shares                                                                                                   | 829,191    | 842,534              |
|                | ConocoPhillips                                                | 18,208 shares                                                                                                   | 1,245,652  | 2,113,402            |
|                | Danaher Corporation                                           | 4,383 shares                                                                                                    | 1,076,610  | 1,013,963            |
|                | Eaton Corporation Plc                                         | 5,313 shares                                                                                                    | 497,668    | 1,279,477            |
|                | Equinix, Inc.                                                 | 100 shares                                                                                                      | 70,734     | 80,539               |
|                | The Estée Lauder Companies, Inc.                              | 501 shares                                                                                                      | 129,067    | 73,271               |
| *              | First Finl Bankshares, Inc.                                   | 2,061,918 shares                                                                                                | 25,732,070 | 62,476,115           |
|                | Generac Holdings, Inc.                                        | 887 shares                                                                                                      | 146,676    | 114,636              |
|                | The Home Depot, Inc.                                          | 2,609 shares                                                                                                    | 519,799    | 904,149              |
|                | Honeywell International, Inc.                                 | 14,081 shares                                                                                                   | 2,132,123  | 2,952,926            |
|                | Incyte Corp.                                                  | 1,277 shares                                                                                                    | 78,031     | 80,183               |
|                | Intuitive Surgical, Inc.                                      | 242 shares                                                                                                      | 67,453     | 81,641               |
|                | Invitation Homes, Inc.                                        | 49,191 shares                                                                                                   | 1,568,895  | 1,677,905            |
|                | iShares Core S&P Mid-Cap ETF                                  | 38,072 shares                                                                                                   | 5,413,702  | 10,551,655           |
|                | iShares Core S&P Small-Cap ETF                                | 23,999 shares                                                                                                   | 1,627,240  | 2,597,892            |
|                | iShares Transportation Average ETF                            | 2,905 shares                                                                                                    | 424,241    | 762,359              |
|                | Johnson & Johnson                                             | 21,792 shares                                                                                                   | 3,201,336  | 3,415,678            |
|                | JPMorgan Chase & Co.                                          | 33,957 shares                                                                                                   | 3,647,960  | 5,776,086            |
|                | KLA Corp.                                                     | 786 shares                                                                                                      | 186,887    | 456,902              |
|                | Lam Research Corp.                                            | 1,425 shares                                                                                                    | 621,262    | 1,116,146            |
|                | Lockheed Martin Corp.                                         | 2,045 shares                                                                                                    | 745,555    | 926,876              |
|                | Lowe's Companies, Inc.                                        | 8,495 shares                                                                                                    | 1,124,078  | 1,890,562            |
|                | Lululemon Athletica, Inc.                                     | 113 shares                                                                                                      | 41,364     | 57,776               |
|                | MarketAxess Holdings, Inc.                                    | 315 shares                                                                                                      | 122,466    | 92,248               |
|                | Mastercard, Inc.                                              | 6,870 shares                                                                                                    | 2,251,309  | 2,930,124            |
|                | McDonald's Corp.                                              | 3,512 shares                                                                                                    | 655,619    | 1,041,343            |
|                | Medtronic Plc                                                 | 31,053 shares                                                                                                   | 2,750,095  | 2,558,146            |
|                | Merck & Co, Inc.                                              | 26,880 shares                                                                                                   | 1,920,319  | 2,930,458            |
|                | Meta Platforms, Inc.                                          | 9,260 shares                                                                                                    | 1,782,024  | 3,277,670            |
|                | Microsoft Corp.                                               | 21,499 shares                                                                                                   | 3,123,947  | 8,084,484            |
|                | Mondelez International, Inc.                                  | 45,073 shares                                                                                                   | 2,159,027  | 3,264,637            |
|                | Neurocrine Biosciences, Inc.                                  | 659 shares                                                                                                      | 79,090     | 86,830               |
|                | NextEra Energy, Inc.                                          | 23,845 shares                                                                                                   | 1,766,486  | 1,448,345            |
|                | NiSource, Inc.                                                | 7,982 shares                                                                                                    | 211,455    | 211,922              |
|                | Novartis AG Sponsored ADR                                     | 6,493 shares                                                                                                    | 539,978    | 655,598              |
|                | NVIDIA Corp.                                                  | 3,959 shares                                                                                                    | 579,495    | 1,960,576            |
|                | Palo Alto Networks, Inc.                                      | 988 shares                                                                                                      | 153,896    | 291,341              |

**FIRST FINANCIAL BANKSHARES, INC.**  
**401(K) PROFIT SHARING AND EMPLOYEE**  
**STOCK OWNERSHIP PLAN AND TRUST**  
SCHEDULE H, LINE 4i - SCHEDULE OF ASSETS HELD AT END OF YEAR

EIN: 75-0944023  
Plan number: 002

December 31, 2023

| (a)           | Identity of Issuer, Borrower,<br>Lessor, or Similar Party (b) | Description of Investment including<br>Maturity Date, Rate of Interest, Collateral<br>Par or Maturity Value (c) | Cost (d)              | Current<br>Value (e)  |
|---------------|---------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------|-----------------------|-----------------------|
|               | PayPal Holdings, Inc.                                         | 3,791 shares                                                                                                    | 362,331               | 232,805               |
|               | PepsiCo, Inc.                                                 | 12,328 shares                                                                                                   | 1,559,246             | 2,093,787             |
|               | Pfizer, Inc.                                                  | 36,494 shares                                                                                                   | 1,429,519             | 1,050,662             |
|               | Roper Technologies, Inc.                                      | 160 shares                                                                                                      | 70,866                | 87,227                |
|               | S&P Global, Inc.                                              | 2,494 shares                                                                                                    | 702,955               | 1,098,657             |
|               | Salesforce, Inc.                                              | 4,715 shares                                                                                                    | 1,039,465             | 1,240,705             |
|               | ServiceNow, Inc.                                              | 1,916 shares                                                                                                    | 790,947               | 1,353,635             |
|               | SPDR S&P Regional Banking ETF                                 | 27,698 shares                                                                                                   | 1,097,128             | 1,452,206             |
|               | Stanley Black & Decker, Inc.                                  | 6,458 shares                                                                                                    | 663,219               | 633,530               |
|               | Starbucks Corp.                                               | 7,014 shares                                                                                                    | 597,158               | 673,414               |
|               | Union Pacific Corp.                                           | 1,857 shares                                                                                                    | 381,242               | 456,116               |
|               | United Therapeutics Corp                                      | 322 shares                                                                                                      | 78,786                | 70,805                |
|               | UnitedHealth Group, Inc.                                      | 3,591 shares                                                                                                    | 1,485,269             | 1,890,554             |
|               | Utilities Select Sector SPDR Fund                             | 34,924 shares                                                                                                   | 2,365,464             | 2,211,737             |
|               | Walmart, Inc.                                                 | 7,262 shares                                                                                                    | 985,965               | 1,144,854             |
|               | Williams Cos, Inc.                                            | 35,394 shares                                                                                                   | 850,093               | 1,232,773             |
|               | Workday, Inc.                                                 | 2,948 shares                                                                                                    | 573,087               | 813,825               |
|               |                                                               |                                                                                                                 | <u>109,620,225</u>    | <u>186,181,707</u>    |
| MUTUAL FUNDS: |                                                               |                                                                                                                 |                       |                       |
|               | Blackrock Incm Fund I                                         | 33,508 units                                                                                                    | 303,264               | 300,231               |
|               | BNY Mellon Midcap Index Fund                                  | 103,821 units                                                                                                   | 3,280,134             | 2,924,632             |
|               | Dodge & Cox Income Fund                                       | 34,114 units                                                                                                    | 463,337               | 430,521               |
|               | DoubleLine Total Return Bond Fund I                           | 141,696 units                                                                                                   | 1,493,499             | 1,252,592             |
|               | Federated Government Ultra Short Ins                          | 167,893 units                                                                                                   | 1,641,820             | 1,647,032             |
|               | Fidelity Balanced Fund N/A                                    | 107,481 units                                                                                                   | 2,677,736             | 2,894,455             |
|               | Hartford Midcap Fd CI A                                       | 108,318 units                                                                                                   | 3,156,969             | 2,735,034             |
|               | Invesco Oppenheimer Intl Small-Mid Co. Fund                   | 81,237 units                                                                                                    | 3,454,779             | 3,456,632             |
|               | JPMorgan Small Cap Equity Fund                                | 75,870 units                                                                                                    | 4,008,870             | 4,100,041             |
|               | Schwab Intl Index Fd                                          | 25,985 units                                                                                                    | 526,236               | 586,228               |
|               | Schwab Small Cap Index Select                                 | 39,774 units                                                                                                    | 1,213,892             | 1,293,060             |
|               | Vanguard 500 Index Fund Admiral                               | 20,600 units                                                                                                    | 6,806,936             | 9,063,697             |
|               | Vanguard Developed Mkts Index Adm                             | 289,908 units                                                                                                   | 11,651,269            | 12,997,098            |
|               | Vanguard Energy Index Admiral Fund                            | 20,170 units                                                                                                    | 1,118,961             | 1,181,974             |
|               | Vanguard Emrg Mkts Stk Index Fd Adm                           | 131,008 units                                                                                                   | 5,005,631             | 5,228,114             |
|               | Vanguard Growth Index Fund Admiral                            | 4,738 units                                                                                                     | 651,863               | 758,027               |
|               | Vanguard Intern Term Inv Grade Fund                           | 38,507 units                                                                                                    | 356,477               | 334,238               |
|               | Vanguard Long Term Inv Grade Inv                              | 58,033 units                                                                                                    | 459,546               | 471,810               |
|               | Vanguard Long-Term Treasury ETF                               | 24,694 units                                                                                                    | 1,453,333             | 1,519,422             |
|               | Vanguard Mortgage-Backed Securities ETF                       | 45,534 units                                                                                                    | 1,932,350             | 2,110,956             |
|               | Vanguard Real Estate Index Fund Admiral                       | 46,167 units                                                                                                    | 3,895,817             | 4,297,368             |
|               | Vanguard Short-Term Corporate Bond ETF                        | 43,014 units                                                                                                    | 3,245,186             | 3,327,993             |
|               | Vanguard Short-Term Invst Grade Adm                           | 51,072 units                                                                                                    | 532,857               | 522,464               |
|               | Vanguard Short-Term Treasury ETF                              | 18,734 units                                                                                                    | 1,080,337             | 1,092,754             |
|               | Vanguard Total Bond Market ETF                                | 122,094 units                                                                                                   | 8,636,178             | 8,980,014             |
|               | Vanguard Total Bond Mkt Index Adm                             | 216,593 units                                                                                                   | 2,123,451             | 2,103,122             |
|               | Vanguard Value Index Admiral                                  | 6,054 units                                                                                                     | 332,185               | 352,868               |
|               |                                                               |                                                                                                                 | <u>71,502,913</u>     | <u>75,962,377</u>     |
|               | Mineral Interests                                             |                                                                                                                 | 119                   | 299,148               |
|               | TOTAL INVESTMENTS                                             |                                                                                                                 | <u>\$ 236,805,741</u> | <u>\$ 317,066,359</u> |

\* Represents a party in interest  
The accompanying notes are an integral part of this schedule.

**FIRST FINANCIAL BANKSHARES, INC.**  
**401(K) PROFIT SHARING AND EMPLOYEE**  
**STOCK OWNERSHIP PLAN AND TRUST**  
SCHEDULE H, LINE 4j - SCHEDULE OF REPORTABLE TRANSACTIONS

EIN: 75-0944023  
Plan number: 002

Year Ended December 31, 2023

| <u>Identity of<br/>Party Involved (a)</u> | <u>Description<br/>of Asset (b)</u> | <u>Purchase Price (c)</u> | <u>Selling Price (d)</u> | <u>Lease Rental (e)</u> | <u>Expenses<br/>Incurred with<br/>Transaction (f)</u> | <u>Cost of<br/>Asset (g)</u> | <u>Current Value<br/>of Asset on<br/>Transaction Date (h)</u> | <u>Net Gain /<br/>(Loss) (i)</u> |
|-------------------------------------------|-------------------------------------|---------------------------|--------------------------|-------------------------|-------------------------------------------------------|------------------------------|---------------------------------------------------------------|----------------------------------|
| Financial Square Government<br>Trust Fund | 50,134,804 units                    | \$ N/A                    | \$ 50,134,804            | \$ N/A                  | \$ -                                                  | \$ 50,134,804                | \$ 50,134,804                                                 | \$ -                             |
| Financial Square Government<br>Trust Fund | 52,233,049 units                    | 52,233,050                | N/A                      | N/A                     | -                                                     | 52,233,050                   | 52,233,050                                                    | N/A                              |

*The accompanying notes are an integral part of this schedule.*

# Asset Holdings Report

## 2023 Plan: The First Financial Bankshares, Inc. 401(k) Profit Sharing Plan and ESOP

| Asset Identifier | Description                    | Market Value                   |
|------------------|--------------------------------|--------------------------------|
| BMSIX            | BlackRock Income Fund Institu  | \$291,227.80                   |
| DODIX            | Dodge & Cox Income Fund        | \$411,646.32                   |
| FBALX            | Fidelity Balanced Fund (60/40) | \$2,807,772.47                 |
| FFBBAL           | Balanced Account (60/40)       | \$145,951,396.08               |
| FFBCON           | Conservative Account (25/75)   | \$5,370,188.26                 |
| FFBEQI           | FFTAM Eq Inc (Lg Cap Val)      | \$37,060,319.79                |
| FFBGRO           | Growth Account (100/0)         | \$8,786,678.67                 |
| FFBSGR           | FFTAM Strat Growth (Lg Cap Gr) | \$4,739,825.00                 |
| FFIN             | First Financial Bankshares Inc | \$54,193,493.18                |
| FGTXX2           | Goldman Sachs Govt Money Mkt   | \$7,956,606.20                 |
| FGUSX            | Federated Ultrashort Govt Bond | \$1,614,167.84                 |
| HFMCX            | Hartford U.S. Midcap Fund      | \$2,520,078.01                 |
| OSMYX            | Invesco Intl Small-Mid Equity  | \$1,033,543.52                 |
| PESPX            | BNY U.S. Midcap Index Fund     | \$2,629,939.31                 |
| RBS1CSBS         | Schwab Bank Savings            | \$2,697,866.97                 |
| SWISX            | Schwab Developed Intl Index Fd | \$559,246.77                   |
| SWSSX            | Schwab U.S. Smallcap Index Fd  | \$1,103,626.29                 |
| VBTLX            | Vanguard Total Bond Mkt Index  | \$2,027,605.87                 |
| VEMAX            | Vanguard Emerging Mkts Index   | \$744,112.70                   |
| VENAX            | Vanguard Energy Index Fund     | \$1,145,044.90                 |
| VFIAX            | Vanguard 500 (Lg Cap US)       | \$8,654,322.95                 |
| VFICX            | Vanguard Interm Term Bond      | \$335,460.50                   |
| VFSUX            | Vanguard Short-term Inv Gr Bd  | \$514,728.08                   |
| VGSLX            | Vanguard REIT Index            | \$676,572.14                   |
| VIGAX            | Vanguard US Lg Cap Growth Ind  | \$718,294.21                   |
| VSEIX            | JPMorgan U.S. Smallcap Fund    | \$1,642,628.49                 |
| VTMGX            | Vanguard Developed Intl Equity | \$403,396.25                   |
| VVIAX            | Vanguard US Lg Cap Value Ind   | \$332,069.81                   |
| VWESX            | Vanguard Long-term Inv Gr Bond | \$451,836.46                   |
| Grand Total:     |                                | <u><u>\$297,373,694.85</u></u> |