Form 5500	Annual Return/Report of Employee Benefit Plan	OMB Nos. 1210-0110 1210-0089
Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code). ▶ **Complete all entries in accordance with the instructions to the Form 5500.**	**2024** **This Form is Open to Public Inspection**

Part I Annual Report Identification Information

For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024

A This return/report is for:
- [ ] a multiemployer plan
- [ ] a multiple-employer plan (Filers checking this box must provide participating employer information in accordance with the form instructions.)
- [X] a single-employer plan
- [ ] a DFE (specify) ____

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

C If the plan is a collectively-bargained plan, check here. . . . . ▶ [ ]

D Check box if filing under:
- [X] Form 5558
- [ ] automatic extension
- [ ] the DFVC program
- [ ] special extension (enter description)

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

Part II Basic Plan Information—enter all requested information

1a Name of plan
MY 401(K) PLAN

1b Three-digit plan number (PN) ▶ 001

1c Effective date of plan 01/01/1989

2a Plan sponsor's name (employer, if for a single-employer plan)
Mailing address (include room, apt., suite no. and street, or P.O. Box)
City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions)
SUMITOMO PHARMA AMERICA, INC.

84 WATERFORD DRIVE
MARLBOROUGH, MA 01752

2b Employer Identification Number (EIN) 22-2536587

2c Plan Sponsor's telephone number 501-481-6700

2d Business code (see instructions) 325410

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.	06/25/2025	NAOKO YAMAGUCHI
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE			
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

3a Plan administrator's name and address [X] Same as Plan Sponsor	**3b** Administrator's EIN	
	3c Administrator's telephone number	
4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report: **a** Sponsor's name **c** Plan Name	**4b** EIN **4d** PN	
5 Total number of participants at the beginning of the plan year	**5**	3318
6 Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines **6a(1), 6a(2), 6b, 6c,** and **6d**).		
a(1) Total number of active participants at the beginning of the plan year	**6a(1)**	1751
a(2) Total number of active participants at the end of the plan year	**6a(2)**	1141
b Retired or separated participants receiving benefits	**6b**	8
c Other retired or separated participants entitled to future benefits	**6c**	1682
d Subtotal. Add lines **6a(2)**, **6b**, and **6c**.	**6d**	2831
e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.	**6e**	1
f Total. Add lines **6d** and **6e**.	**6f**	2832
g(1) Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item)	**6g(1)**	3193
g(2) Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)	**6g(2)**	2773
h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested	**6h**	0
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	**7**	

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

2E 2F 2G 2J 2K 2T 3D 3H

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

9a Plan funding arrangement (check all that apply)

- (1) [ ] Insurance
- (2) [ ] Code section 412(e)(3) insurance contracts
- (3) [X] Trust
- (4) [ ] General assets of the sponsor

9b Plan benefit arrangement (check all that apply)

- (1) [ ] Insurance
- (2) [ ] Code section 412(e)(3) insurance contracts
- (3) [X] Trust
- (4) [ ] General assets of the sponsor

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

a Pension Schedules

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

b General Schedules

- (1) [X] **H** (Financial Information)
- (2) [ ] **I** (Financial Information – Small Plan)
- (3) [ ] **A** (Insurance Information) – Number Attached 0
- (4) [X] **C** (Service Provider Information)
- (5) [X] **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 2024 Form M-1 annual report. If the plan was not required to file the 2024 Form M-1 annual report, enter the Receipt Confirmation Code for the most recent Form M-1 that was required to be filed under the Form M-1 filing requirements. (Failure to enter a valid Receipt Confirmation Code will subject the Form 5500 filing to rejection as incomplete.)

Receipt Confirmation Code_____

SCHEDULE C (Form 5500)	Service Provider Information	OMB No. 1210-0110
Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ **File as an attachment to Form 5500.**	**2024** **This Form is Open to Public Inspection.**

For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024

A Name of plan
MY 401(K) PLAN

B Three-digit plan number (PN) ▶ 001

C Plan sponsor's name as shown on line 2a of Form 5500
SUMITOMO PHARMA AMERICA, INC.

D Employer Identification Number (EIN)
22-2536587

Part I Service Provider Information (see instructions)

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

1 Information on Persons Receiving Only Eligible Indirect Compensation

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

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

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

FIDELITY INVESTMENTS INSTITUTIONAL

04-2647786

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

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

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

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

FIDELITY INVESTMENTS INSTITUTIONAL

04-2647786

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
37 64 65	RECORDKEEPER	108679	Yes [X] No [ ]	Yes [X] No [ ]	0	Yes [ ] No [X]

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

STRATEGIC ADVISORS, INC.

04-2654524

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
27	ADVISOR	90655	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

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

CARON & BLETZER PLLC

04-3499945

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
10	ACCOUNTANT/AUDITOR	21500	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

Part I Service Provider Information (continued)

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

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

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

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

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

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

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

Part II Service Providers Who Fail or Refuse to Provide Information

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

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

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

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

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

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

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

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

(complete as many entries as needed)

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

SCHEDULE D (Form 5500)	DFE/Participating Plan Information	OMB No. 1210-0110
Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration	This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ **File as an attachment to Form 5500.**	**2024** **This Form is Open to Public Inspection.**

For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024

A Name of plan
MY 401(K) PLAN

B Three-digit plan number (PN) ▶ 001

C Plan or DFE sponsor's name as shown on line 2a of Form 5500
SUMITOMO PHARMA AMERICA, INC.

D Employer Identification Number (EIN)
22-2536587

Part I Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs)

(Complete as many entries as needed to report all interests in DFEs)

a Name of MTIA, CCT, PSA, or 103-12 IE: FID CONTRA POOL CL A

b Name of sponsor of entity listed in (a): FIDELITY MANAGEMENT TRUST COMPANY

c EIN-PN 04-3022712-133 | **d** Entity code C | **e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 77868504

a Name of MTIA, CCT, PSA, or 103-12 IE: MIP CL 2

b Name of sponsor of entity listed in (a): FIDELITY MANAGEMENT TRUST COMPANY

c EIN-PN 04-3022712-024 | **d** Entity code C | **e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 19212675

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

SCHEDULE H (Form 5500)	Financial Information	OMB No. 1210-0110
Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code). ▶ **File as an attachment to Form 5500.**	**2024** **This Form is Open to Public Inspection**

For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024

A Name of plan
MY 401(K) PLAN

B Three-digit plan number (PN) ▶ 001

C Plan sponsor's name as shown on line 2a of Form 5500
SUMITOMO PHARMA AMERICA, INC.

D Employer Identification Number (EIN)
22-2536587

Part I Asset and Liability Statement

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

Assets		(a) Beginning of Year	(b) End of Year
a Total noninterest-bearing cash	1a	0	0
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)	0	0
(2) Participant contributions	1b(2)	0	0
(3) Other	1b(3)	0	0
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)	0	0
(2) U.S. Government securities	1c(2)	0	0
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)	0	0
(B) All other	1c(3)(B)	0	0
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)	0	0
(B) Common	1c(4)(B)	0	0
(5) Partnership/joint venture interests	1c(5)	0	0
(6) Real estate (other than employer real property)	1c(6)	0	0
(7) Loans (other than to participants)	1c(7)	0	0
(8) Participant loans	1c(8)	2280154	1953537
(9) Value of interest in common/collective trusts	1c(9)	95837183	97081179
(10) Value of interest in pooled separate accounts	1c(10)	0	0
(11) Value of interest in master trust investment accounts	1c(11)	0	0
(12) Value of interest in 103-12 investment entities	1c(12)	0	0
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)	549115714	535035175
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)	0	0
(15) Other	1c(15)	0	0

		(a) Beginning of Year	(b) End of Year
1d Employer-related investments:			
(1) Employer securities	1d(1)	0	0
(2) Employer real property	1d(2)	0	0
e Buildings and other property used in plan operation	1e	0	0
f Total assets (add all amounts in lines 1a through 1e)	1f	647233051	634069891
Liabilities			
g Benefit claims payable	1g	0	0
h Operating payables	1h	0	0
i Acquisition indebtedness	1i	0	0
j Other liabilities	1j	0	0
k Total liabilities (add all amounts in lines 1g through1j)	1k	0	0
Net Assets			
l Net assets (subtract line 1k from line 1f)	1l	647233051	634069891

Part II Income and Expense Statement

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

Income		(a) Amount	(b) Total
a Contributions:			
(1) Received or receivable in cash from: **(A)** Employers	2a(1)(A)	16049483	
(B) Participants	2a(1)(B)	25690935	
(C) Others (including rollovers)	2a(1)(C)	8084049	
(2) Noncash contributions	2a(2)	0	
(3) Total contributions. Add lines **2a(1)(A), (B), (C),** and line **2a(2)**	2a(3)		49824467
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)	0	
(B) U.S. Government securities	2b(1)(B)	0	
(C) Corporate debt instruments	2b(1)(C)	0	
(D) Loans (other than to participants)	2b(1)(D)	0	
(E) Participant loans	2b(1)(E)	166618	
(F) Other	2b(1)(F)	0	
(G) Total interest. Add lines **2b(1)(A)** through **(F)**	2b(1)(G)		166618
(2) Dividends: **(A)** Preferred stock	2b(2)(A)	0	
(B) Common stock	2b(2)(B)	0	
(C) Registered investment company shares (e.g. mutual funds)	2b(2)(C)	23758338	
(D) Total dividends. Add lines **2b(2)(A)**, **(B)**, and **(C)**	2b(2)(D)		23758338
(3) Rents	2b(3)		0
(4) Net gain (loss) on sale of assets: **(A)** Aggregate proceeds	2b(4)(A)	0	
(B) Aggregate carrying amount (see instructions)	2b(4)(B)	0	
(C) Subtract line **2b(4)(B)** from line **2b(4)(A)** and enter result	2b(4)(C)		0
(5) Unrealized appreciation (depreciation) of assets: **(A)** Real estate	2b(5)(A)	0	
(B) Other	2b(5)(B)	0	
(C) Total unrealized appreciation of assets. Add lines **2b(5)(A)** and **(B)**	2b(5)(C)		0

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts	2b(6)		23963626
(7) Net investment gain (loss) from pooled separate accounts	2b(7)		0
(8) Net investment gain (loss) from master trust investment accounts	2b(8)		0
(9) Net investment gain (loss) from 103-12 investment entities	2b(9)		0
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		49385089
c Other income	2c		128034
d Total income. Add all **income** amounts in column (b) and enter total	2d		147226172
Expenses			
e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	160028811	
(2) To insurance carriers for the provision of benefits	2e(2)	0	
(3) Other	2e(3)	0	
(4) Total benefit payments. Add lines **2e(1)** through **(3)**	2e(4)		160028811
f Corrective distributions (see instructions)	2f		139675
g Certain deemed distributions of participant loans (see instructions)	2g		12
h Interest expense	2h		0
i Administrative expenses:			
(1) Salaries and allowances	2i(1)	0	
(2) Contract administrator fees	2i(2)	2400	
(3) Recordkeeping fees	2i(3)	106279	
(4) IQPA audit fees	2i(4)	21500	
(5) Investment advisory and investment management fees	2i(5)	90655	
(6) Bank or trust company trustee/custodial fees	2i(6)	0	
(7) Actuarial fees	2i(7)	0	
(8) Legal fees	2i(8)	0	
(9) Valuation/appraisal fees	2i(9)	0	
(10) Other trustee fees and expenses	2i(10)	0	
(11) Other expenses	2i(11)	0	
(12) Total administrative expenses. Add lines **2i(1)** through **(11)**	2i(12)		220834
j Total expenses. Add all **expense** amounts in column (b) and enter total	2j		160389332
Net Income and Reconciliation			
k Net income (loss). Subtract line **2j** from line **2d**	2k		-13163160
l Transfers of assets:			
(1) To this plan	2l(1)		0
(2) From this plan	2l(2)		0

Part III Accountant's Opinion

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

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

(1) [X] Unmodified **(2)** [ ] Qualified **(3)** [ ] Disclaimer **(4)** [ ] Adverse

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

(1) [X] DOL Regulation 2520.103-8 **(2)** [ ] DOL Regulation 2520.103-12(d) **(3)** [ ] neither DOL Regulation 2520.103-8 nor DOL Regulation 2520.103-12(d).

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

(1) Name: CARON & BLETZER PLLC **(2)** EIN: 04-3499945

d The opinion of an independent qualified public accountant is **not attached** as part of Schedule H because:

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

Part IV Compliance Questions

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

During the plan year:		Yes	No	Amount
a Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.)	**4a**	X		1015
b Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.)	**4b**		X	
c Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)	**4c**		X	
d Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)	**4d**		X	
e Was this plan covered by a fidelity bond?	**4e**	X		5000000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?	**4f**		X	
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?	**4g**		X	
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?	**4h**		X	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	**4i**	X		
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)	**4j**		X	
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?	**4k**		X	
l Has the plan failed to provide any benefit when due under the plan?	**4l**		X	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)	**4m**		X	
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.	**4n**		X	

5a Has a resolution to terminate the plan been adopted during the plan year or any prior plan year? [ ] Yes [X] No

If "Yes," enter the amount of any plan assets that reverted to the employer this year _____.

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

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

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

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

SCHEDULE R (Form 5500)	Retirement Plan Information	OMB No. 1210-0110
Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	This schedule is required to be filed under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code). ▶ **File as an attachment to Form 5500.**	**2024** **This Form is Open to Public Inspection.**

For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024

A Name of plan
MY 401(K) PLAN

B Three-digit plan number (PN) ▶ 001

C Plan sponsor's name as shown on line 2a of Form 5500
SUMITOMO PHARMA AMERICA, INC.

D Employer Identification Number (EIN)
22-2536587

Part I Distributions

All references to distributions relate only to payments of benefits during the plan year.

1 Total value of distributions paid in property other than in cash or the forms of property specified in the instructions **1**

2 Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits):

EIN(s): 04-6568107 _____

Profit-sharing plans, ESOPs, and stock bonus plans, skip line 3.

3 Number of participants (living or deceased) whose benefits were distributed in a single sum, during the plan year **3**

Part II Funding Information (If the plan is not subject to the minimum funding requirements of section 412 of the Internal Revenue Code or ERISA section 302, skip this Part.)

4 Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)? ..... ☐ **Yes** ☐ **No** ☐ **N/A**

If the plan is a defined benefit plan, go to line 8.

5 If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instructions and enter the date of the ruling letter granting the waiver. **Date:** Month _____ Day _____ Year _____

If you completed line 5, complete lines 3, 9, and 10 of Schedule MB and do not complete the remainder of this schedule.

6 a Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived) **6a**

b Enter the amount contributed by the employer to the plan for this plan year **6b**

c Subtract the amount in line 6b from the amount in line 6a. Enter the result (enter a minus sign to the left of a negative amount) **6c**

If you completed line 6c, skip lines 8 and 9.

7 Will the minimum funding amount reported on line 6c be met by the funding deadline? ..... ☐ **Yes** ☐ **No** ☐ **N/A**

8 If a change in actuarial cost method was made for this plan year pursuant to a revenue procedure or other authority providing automatic approval for the change or a class ruling letter, does the plan sponsor or plan administrator agree with the change? ..... ☐ **Yes** ☐ **No** ☐ **N/A**

Part III Amendments

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

Part IV ESOPs (see instructions). If this is not a plan described under section 409(a) or 4975(e)(7) of the Internal Revenue Code, skip this Part.

10 Were unallocated employer securities or proceeds from the sale of unallocated securities used to repay any exempt loan? ..... ☐ **Yes** ☐ **No**

11 a Does the ESOP hold any preferred stock? ..... ☐ **Yes** ☐ **No**

b If the ESOP has an outstanding exempt loan with the employer as lender, is such loan part of a "back-to-back" loan? (See instructions for definition of "back-to-back" loan.) ..... ☐ **Yes** ☐ **No**

12 Does the ESOP hold any stock that is not readily tradable on an established securities market? ..... ☐ **Yes** ☐ **No**

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

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

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

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

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

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

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

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

a The current plan year. Check the box to indicate the counting method used to determine the number of inactive participants: ☐ last contributing employer ☐ alternative ☐ reasonable approximation (see instructions for required attachment)	**14a**	
b The plan year immediately preceding the current plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment)	**14b**	
c The second preceding plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment)	**14c**	

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

a The corresponding number for the plan year immediately preceding the current plan year	**15a**	
b The corresponding number for the second preceding plan year	**15b**	

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

a Enter the number of employers who withdrew during the preceding plan year	**16a**	
b If line 16a is greater than 0, enter the aggregate amount of withdrawal liability assessed or estimated to be assessed against such withdrawn employers	**16b**	

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

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

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

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

a Enter the percentage of plan assets held as:
Public Equity: _____% Private Equity: _____% Investment-Grade Debt and Interest Rate Hedging Assets: _____%
High-Yield Debt: _____% Real Assets: _____% Cash or Cash Equivalents: _____% Other: _____%

b Provide the average duration of the Investment-Grade Debt and Interest Rate Hedging Assets:
☐ 0-5 years ☐ 5-10 years ☐ 10-15 years ☐ 15 years or more

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

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

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

☐ Yes.

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

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

☐ No. Other. Provide explanation._____

Part VII IRS Compliance Questions

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

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

☐ Design-based safe harbor method

☐ "Prior year" ADP test

☒ "Current year" ADP test

☐ N/A

22 If the plan sponsor is an adopter of a pre-approved plan that received a favorable IRS Opinion Letter, enter the date of the Opinion Letter 06 / 30 / 2020 (MM/DD/YYYY) and the Opinion Letter serial number Q702438A .

MY 401(k) PLAN

Financial Statements and Supplemental Schedules

December 31, 2024 and 2023

(With Independent Auditor's Report Thereon)

MY 401(k) PLAN

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* All other schedules required by Section 2520-103-10 of the Department of Labor Rules and Regulations for Reporting and Disclosures under the Employee Retirement Income Security Act of 1974 have been omitted because they are not applicable.

CARON & BLETZER, PLLC

Certified Public Accountants and Business Consultants

1 Library Lane
Kingston, NH 03848
Tel: (603) 658-8000
Fax: (603) 658-8070

Independent Auditor's Report

To the Trustees of the

My 401(k) Plan

Marlborough, Massachusetts

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

We have performed audits of the financial statements of the My 401(k) Plan ("the Plan"), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 ("ERISA"), as permitted by ERISA Section 103(a)(3)(C) (ERISA Section 103(a)(3)(C) audit). The financial statements comprise the statements of net assets available for benefits as of December 31, 2024 and 2023, and the related statement of changes in net assets available for benefits for the year ended December 31, 2024, and the related notes to the financial statements.

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

Management has obtained certifications from a qualified institution as of December 31, 2024 and 2023, and for the year ended December 31, 2024, stating that the certified investment information, as described in Note 3 to the financial statements, is complete and accurate.

Opinion

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

- the amounts and disclosures in the accompanying financial statements, other than those agreed to or derived from the certified investment information, are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America ("GAAP").

- the information in the accompanying financial statements related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Basis for Opinion

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

Responsibilities of Management for the Financial Statements

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

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

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

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Plan's internal control. Accordingly, no such opinion is expressed.

- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.

- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for a reasonable period of time.

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

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

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

Other Matter - Supplemental Schedules Required by ERISA

The supplemental Schedule H, Line 4(a) - Schedule of Delinquent Participant Contributions for the year ended December 31, 2024 and Schedule H, Line 4(i) - Schedule of Assets (Held at End of Year) as of December 31, 2024, are presented for purposes of additional analysis and are not a required part of the financial statements but are supplementary information required by the DOL's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedules, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the 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. For information included in the supplemental schedules that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

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

In our opinion:

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

- the certified information in the supplemental schedules related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Caron & Blaiter, PLLC

Kingston, NH
June 18, 2025

MY 401(k) PLAN

Statements of Net Assets Available for Benefits

December 31, 2024 and 2023

Assets	2024	2023
Investments at fair value:		
Investments in mutual funds	$ 535,035,175	$ 549,115,714
Investments in common collective trusts	97,081,179	95,837,183
Total investments	632,116,354	644,952,897
Receivables:		
Participant contributions	—	10,186
Employer contributions	2,635,161	2,488,845
Notes receivable from participants	1,953,537	2,280,154
Total receivables	4,588,698	4,779,185
Net assets available for benefits	$ 636,705,052	$ 649,732,082

See accompanying notes to financial statements.

MY 401(k) PLAN

Statement of Changes in Net Assets Available for Benefits

Year ended December 31, 2024

Additions to net assets attributed to:	
Investment income:	
Net appreciation in fair value of investments	$ 72,834,478
Interest and dividend income	24,273,236
Total net investment income	97,107,714
Interest income on notes receivable from participants	166,617
Contributions:	
Participant contributions	
Participant	25,680,749
Employer	16,195,799
Rollovers	8,084,049
Total contributions	49,960,597
Investment expense reimbursement income	127,374
Total additions	147,362,302
Deductions from net assets attributed to:	
Benefits paid to participants	160,168,498
Administrative expenses	220,834
Total deductions	160,389,332
Net decrease in net assets available for benefits	(13,027,030)
Net assets available for benefits:	
Beginning of year	649,732,082
End of year	$ 636,705,052

See accompanying notes to financial statements.

MY 401(k) PLAN

Notes to Financial Statements

December 31, 2024 and 2023

(1) Plan Description

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

(a) General

The Plan is a defined contribution plan established on January 1, 1989, which covers all eligible employees of Sumitomo Pharma America, Inc. (SMPA) and the adopting employers (collectively, the Company). There are no age or service requirements to participate in the Plan except for temporary employees who must be 21 years of age and have completed 1,000 hours of service. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974, as amended (ERISA).

Effective June 7, 2024, the Plan was amended to include an automatic enrollment feature where eligible employees are automatically enrolled at a pre-tax contribution percentage of 6% of their eligible compensation per pay period, unless they select a different amount or opt out.

(b) Deferral and Company Contributions

Participants may contribute to the Plan up to 90% of their compensation, as defined in the Plan document not to exceed the maximum annual contribution allowed by the Internal Revenue Service (IRS). The annual compensation limit for the 2024 plan year was $345,000 pursuant to the Internal Revenue Code of 1986 (the Code). For 2024, the IRS annual deferral contributions for a participant was limited to $23,000. A participant who is eligible to make elective contributions and was at least age 50 by the end of 2024 may make additional catch-up contributions up to $7,500; as such, the maximum elective deferral is $30,500. Participants may make pre-tax, Roth, and after-tax contributions: total employee (pre-tax, Roth, and after-tax) contributions and employer contributions may not exceed $69,000 for the 2024 plan year. A participant who is age 50 or above by December 31, 2024, may have total employee, catch-up, and employer contributions that do not exceed $76,500 for the 2024 plan year. Participants may direct their contributions into various investment options offered by the Plan.

Each year the Company may elect to make discretionary matching contributions. The Company made discretionary matching contributions equal to 100% of the first 6% eligible compensation contributed by a participant for 2024.

Each year the Company may also elect to make additional discretionary profit-sharing contributions to the Plan. To be eligible to share in the additional Company discretionary contributions participants must be employed by the Company as of the last day of the Plan year. During 2024, the Company made no additional discretionary profit-sharing contributions to the Plan.

(c) Participant Accounts

Each participant's account is credited with the participant's contribution, the Company's discretionary matching contributions, an allocation of Plan earnings (losses) and Company profit sharing contributions. Participants' accounts are charged with investment and individual service fees, as required. Allocations are based on participant earnings (losses) or account balances, as defined. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

(d) Vesting

Participants are immediately vested in their deferral contribution and the Company's contributions, including actual earnings thereon.

(e) Notes Receivable from Participants

Participants may borrow a portion of the balance in their account. The minimum a participant may borrow is $1,000 up to a maximum of the lesser of $50,000 or one-half of the participant's vested account balance. Loan terms range from one to five years or up to ten years for the purchase of a primary residence. The loans are secured by the balances in the participants' accounts and bear interest at rates which are commensurate with local prevailing rates at the time the loan is granted, as determined by the Plan administrator. No more than one loan may be outstanding at any time. Principal and interest are repaid ratably through payroll deductions. Interest payments are credited to the participant's account in the investment options according to the participant's current investment election. As of December 31, 2024 and 2023, the interest rates on the outstanding loans ranged from 4.25% to 10.50%.

(f) Benefits Paid to Participants

A participant may make certain in-service withdrawals prior to termination under any of the following circumstances:

- due to financial hardship a participant may withdraw all or a portion of a participant's deferral contributions, subject to a minimum withdrawal of $500;
- upon attainment of age 59½ participants may receive all or a portion of all vested account balances; and
- at any time, a participant may elect to withdraw up to 100% of their rollover contributions.

Participants eligible to receive a distribution from the Plan may elect either a lump-sum payment, partial withdrawals, or various installment options offered by the Plan (subject to the IRC's required minimum distribution rules).

Upon termination of employment, a participant will receive a lump-sum distribution unless the vested account is valued in excess of $7,000 effective January 1, 2024 ($5,000 prior to January 1, 2024), and the participant elects to defer distribution. For purposes of determining the value of the vested account balance, a participant's designated Roth contributions are considered separately from the amount within the participant's non-Roth account. Otherwise, a terminated participant will receive statutory distributions on April 1 of the year following the year in which the latter occurs (i) the participant's retirement or (ii) the participant's attainment of their applicable required minimum distribution age as determined by law.

(2) Summary of Significant Accounting Policies

(a) Basis of Accounting

The accompanying financial statements have been prepared on the accrual basis of accounting in accordance with accounting principles generally accepted in the United States of America (U.S. GAAP).

(b) Use of Estimates

The preparation of financial statements in conformity with U.S. GAAP requires the plan administrator to make estimates and assumptions that affect the reported amounts of assets and liabilities and changes therein, and disclosure of contingent assets and liabilities. Actual results could differ from the estimates included in the financial statements.

(c) Investment Valuation and Income Recognition

The Plan's investments are held in various mutual funds and common collective trusts (CCT).

The Plan’s investments are stated 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. Refer to note 6, *Fair Value Measurements*.

The investment in the CCT is valued at the net asset value (NAV) per unit, as determined by the trustee at year end. The NAV is used as the practical expedient to estimate fair value and is based on the fair value of the underlying investments held by the fund, less its liabilities. This practical expedient is not used when it is determined to be probable that the fund will sell the investment for an amount different than the reported NAV.

Security transactions are recorded on the trade date. Payables and receivables for outstanding purchases and sales represent trades which have occurred but have not yet settled and are recorded on the statements of net assets available for benefits.

Dividend income is recorded on the ex-dividend date. Income from other investments is recorded as earned on an accrual basis.

The Plan presents in the statement of changes in net assets available for benefits the net appreciation (depreciation) in the fair value of its investments, which consist of the realized gains (losses) and the unrealized appreciation (depreciation) on those investments.

(d) Benefits Paid to Participants

Benefits are recorded when paid.

(e) Notes Receivable from Participants

Notes receivable from participants are measured at their unpaid principal balance plus any accrued but unpaid interest. Related fees are recorded as administrative expenses and are expensed as incurred. No allowance for credit losses has been recorded as of December 31, 2024 and 2023. If a participant ceases to make loan repayments and the Plan administrator deems the participant loan in default, the participant loan balance is reduced, and a benefit payment is recorded.

(f) Forfeitures

When certain corrective actions occur, the employer contribution amount removed from a participant's account represents a forfeiture, as defined by the Plan. Forfeited balances may be used to pay plan expenses or to reduce company contributions or may be allocated to plan participants. During 2024, $1,100,000 of forfeitures were used to reduce company contributions. Unallocated forfeitures as of December 31, 2024, and 2023 were $310,159 and $277,184, respectively

(g) Administrative Expenses

Certain administrative expenses related to custody and recordkeeping of the Plan are paid by the Company and others are charged to participants. Expenses that are paid by the Company are excluded from these financial statements. Loan and other transaction fees are charged to participants. The Company provides certain accounting and management services to the Plan at no charge. A portion of the administrative expenses is returned to the Plan on revenue sharing arrangements. The revenue sharing amounts received are recorded as other income in the statement of changes in net assets available for benefits. Refer to note 5, *Related Party Transactions and Parties-In-Interest,* for further information.

(h) Unallocated Assets

The Plan holds assets in a revenue credit account which receives deposits as a result of a revenue sharing agreement with Fidelity Workplace Services LLC. During 2024, deposits to the account totaled $98,141, which is included in net appreciation (depreciation) in fair value of investments in the statement of changes in net assets available for benefits. Funds in the account are used to pay qualified plan expenses and may be allocated to plan participants. During 2024, $23,145 was used to pay plan expenses. Unallocated assets were $176,411 and $96,438 as of December 31, 2024 and 2023, respectively.

(i) Investment Expense Reimbursement

Certain excess revenue received in connection with plan services that exceed agreed-upon compensation are credited to a revenue credit program account. The balance of the revenue credit program account is applied to reduce plan expenses and may be allocated back to eligible participants' accounts based on a defined formula. During 2024, there were excess revenue credits of $127,374 which were used to pay certain expenses of maintaining the Plan. The remaining $29,233 of expenses charged to the Plan during 2024 that were not paid by the excess revenue credits were paid by the participants and the revenue credit account.

(j) Contributions

Contributions from plan participants and company contributions are recorded in the year in which the participant contributions are withheld from compensation.

(3) Summary of Information Prepared and Certified by the Trustee

The Plan administrator has elected the method of annual reporting compliance permitted by 29 CFR 2520.103-8 of the DOL's Rules and Regulations for Reporting and Disclosure under ERISA. Accordingly, Fidelity Management Trust Company (Fidelity), the trustee, has certified that the following data included in the financial statements and supplemental schedule are complete and accurate:

- Investments and notes receivable from participants, as shown in the statements of net assets available for benefits, as of December 31, 2024 and 2023.
- Investment income and dividend and interest income on notes receivable from participants, as shown in the statement of changes in net assets available for benefits for the year ended December 31, 2024.
- The Schedule H, Line 4(i) - Schedule of Assets (Held at End of Year) as of December 31, 2024.

The Plan's independent auditors did not perform auditing procedures with respect to this information, except for comparing such information to the related information included in the financial statements and supplemental schedule.

(4) Tax Status

Effective October 1, 2021, the Company adopted the pre-approved plan document of FMR LLC. The Internal Revenue Service ("IRS") has determined and informed FMR LLC by a letter dated June 30, 2020, that the pre-approved plan document is designed in accordance with applicable sections of the IRC. Although the Plan has been amended by the Company and the pre-approved plan document has been amended by FMR LLC since receiving the opinion letter, the plan administrator believes that the Plan is designed and is currently being operated in compliance with the applicable requirements of the IRC and therefore believes that the Plan is qualified and the related trust is tax-exempt.

U.S. GAAP requires management of the Plan to evaluate tax positions taken by the Plan and recognize a tax liability (or asset) if the Plan has taken an uncertain position that more likely than not would not be sustained upon examination by the taxing jurisdictions. The Plan administrator has analyzed the tax positions taken by the Plan, and has concluded that as of December 31, 2024 and 2023, there were no uncertain positions taken or expected to be taken that would require recognition of a liability (or asset) or disclosure in the financial statements. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

(5) Related Party Transactions and Parties-in-Interest

The Trustee and Recordkeeper of the Plan, Fidelity, is a party-in-interest with respect to the Plan. Certain Plan transactions involve Fidelity or its affiliates. For example, certain Plan investments are shares of registered investment companies managed by affiliates of Fidelity. The Plan also pays fees to the Trustee. Fees paid by the Plan for investment management services for the year ended December 31, 2024 amounted to $220,834. In addition, the Plan has a revenue sharing agreement with the Trustee whereby certain revenue received by the Trustee from sponsors of some Plan investment options is paid to the Trust. For the year ended December 31, 2024, $127,374 in such revenue sharing was allocated to participant accounts and the revenue credit account to offset certain expenses of maintaining the Plan. Additionally, in accordance with the Plan document, the Plan makes certain loans to participants who are employees of the Company, and who are therefore parties-in-interest with respect to the Plan.

(6) Fair Value Measurements

The Financial Accounting Standards Board's (FASB) Accounting Standards Codification (ASC) 820, *Fair Value Measurements and Disclosures*, provides the framework for measuring fair value and requires expanded disclosures regarding fair value measurements. Fair value is defined as the price that would be received for an asset or the exit price that would be paid to transfer a liability in the principal or most advantageous market in an orderly transaction between market participants on the measurement date. This accounting standard established a fair value hierarchy, which requires an entity to maximize the use of observable inputs, where available. The following summarizes the three levels of inputs required:

Level 1 Quoted prices in active markets for identical assets or liabilities.

Level 2 Observable inputs, other than Level 1 prices, such as quoted prices for similar assets and liabilities in active markets, quoted prices for identical or similar assets or liabilities in inactive markets, other inputs that are observable for the asset or liability and corroborated with observable market data by correlation or other means.

Level 3 Unobservable inputs supported by little or no market activity that are significant in establishing the fair value of the assets or liabilities.

The determination of where the assets and liabilities fall within this fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Below is a description of the valuation methodologies. There were no transfers between levels for the fiscal years ended December 31, 2024 and 2023.

Mutual funds – Mutual funds are valued at the daily closing price as reported by the fund. Mutual funds held by the Plan are open-end mutual funds that are registered with the Securities and Exchange Commission. These funds are required to publish their daily NAV and to transact at that price. The mutual funds held by the Plan are deemed to be actively traded.

Common/collective trusts – Common/collective trusts are comprised of investment contracts issued by insurance companies and other financial institutions, fixed income securities, stocks, and money market funds that and are valued at the net asset value of units of the common/collective trusts. The net asset value is used as a practical expedient to estimate fair value. This practical expedient would not be used if it is determined to be probable that the fund will sell the investment of an amount different form the reported net asset value. Participant transactions (purchases and sales) may occur daily. If the Plan initiates a full redemption of the Fidelity Managed Income Portfolio common/collective trust, the issuer reserves the right to require 12 months' notification in order to ensure that the securities liquidations will be carried out in an orderly business manner.

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

The following tables sets forth, by level within the fair value hierarchy, the Plan's assets at fair value as of December 31, 2024 and 2023:

	Assets at fair value as of December 31, 2024			
	Level 1	**Level 2**	**Level 3**	**Total**
Mutual funds	$ 535,035,175	—	—	535,035,175
Investments measured at net asset value (a)	—	—	—	97,081,179
Total	$ 535,035,175	—	—	632,116,354

	Assets at fair value as of December 31, 2023			
	Level 1	**Level 2**	**Level 3**	**Total**
Mutual funds	$ 549,115,714	—	—	549,115,714
Investments measured at net asset value (a)	—	—	—	95,837,183
Total	$ 549,115,714	—	—	644,952,897

(a) In accordance with *Accounting Standards Codification* issued by the Financial Accounting Standards Board Topic 820, *Fair Value Measurement,* certain investments that were measured at net asset value per share have not been classified in the fair value hierarchy (refer to Note 7). The fair value amounts presented in this table are intended to permit reconciliation of the fair value hierarchy to the line item presented in the statements of net assets available for benefits.

(7) Fair Value of Investments in Entities That Use NAV

The following tables summarize investments measured at fair value based on NAV per share as of December 31, 2024 and 2023:

	Fair Value Estimated Using Net Asset Value per Share of December 31, 2024				
Investments	**Fair Value ***	**Unfunded Commitments**	**Redemption Frequency**	**Other Redemption Restrictions**	**Redemption Notice Period**
Fidelity Managed Income Portfolio	19,212,675	n/a	Daily	None	12 months for non-participant directed withdrawals
Fidelity Contrafund Comingled Pool	77,868,504	n/a	Daily	None	None

	Fair Value Estimated Using Net Asset Value per Share of December 31, 2023				
Investments	**Fair Value ***	**Unfunded Commitments**	**Redemption Frequency**	**Other Redemption Restrictions**	**Redemption Notice Period**
Fidelity Managed Income Portfolio	23,839,502	n/a	Daily	None	12 months for non-participant directed withdrawals
Fidelity Contrafund Comingled Pool	71,997,681	n/a	Daily	None	None

* The fair values of investments have been estimated using the net asset value of the investment.

(8) 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. Market risks include global events which could impact the value of investment securities. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the value of investment securities will occur in the near term and that such changes could materially affect participants' account balances and the amounts reported in the statements of net assets available for benefits.

(9) 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. In the event of Plan termination, participants shall be entitled to receive all amounts in his or her account after payment of all expenses and adjustment of accounts to reflect such expenses, fund losses or profits, and reallocations.

(10) Reconciliation of Financial Statements to Form 5500

The following is a reconciliation of net assets available for benefits per the financial statements at December 31, 2024 and 2023 with the net assets per the Schedule H, Part I of Form 5500 which is on the cash basis of accounting:

		2024	2023
Net assets available for benefits per the financial statements	$	636,705,052	649,732,082
Less current year contributions receivable per the financial statements		(2,635,161)	(2,499,031)
Net assets per the Form 5500, Schedule H, Part I	$	634,069,891	647,233,051

The following is a reconciliation of changes in net assets per the financial statements for the year ended December 31, 2024 with changes in net assets per the 2024 Schedule H, Part II of the Form 5500 which is on the cash basis of accounting:

Net decrease per the financial statements	$	(13,027,030)
Less current year contributions receivable per the financial statements		(2,635,161)
Plus prior year contributions receivable per the financial statements		2,499,031
Total decrease per the 2024 Form 5500	$	(13,163,160)

(11) Subsequent Events

Subsequent events were evaluated through June 18, 2025, which is the date the financial statements were available to be issued.

SUPPLEMENTAL INFORMATION

Plan No. 001
EIN 22-2536587

MY 401(k) PLAN

Schedule H, Part IV, Line 4(a) – Schedule of Delinquent Participant Contributions

Year ended December 31, 2024

Participant contributions transferred late to plan	Total that constitute nonexempt prohibited transactions			Total fully corrected under Voluntary Fiduciary Correction Program (VFCP) and Prohibited Transaction Exemption 2002-52
Check here if late participant loan repayments are included ☐	Contributions not corrected	Contributions corrected outside VFCP	Contributions pending correction in VFCP	
	$ —	$ 1,015 (a)	—	$ —

(a) Contributions related to Plan year ended December 31, 2023.

See accompanying independent auditors' report.

Plan No. 001
EIN 22-2536587

MY 401(k) PLAN

Schedule H, Part IV, Line 4(i) – Schedule of Assets (Held at End of Year)

Year ended December 31, 2024

	Identity of issuer, borrower, lessor or similar party	Description of investment including maturity date, rate of interest, collateral, par, or maturity value	Cost	Current value
*	Fidelity Investments	Contra Fund Pool	n/a	$ 77,868,504
	JP Morgan	Core Plus Bond R6	n/a	17,493,767
	John Hancock	Disciplined Value Mid Cap R6	n/a	19,459,859
*	Fidelity Investments	Freedom IDX 2035 IPR	n/a	52,937,517
*	Fidelity Investments	Fidelity 500 Index Fund	n/a	79,077,405
*	Fidelity Investments	Managed Income Portfolio	n/a	19,212,675
	BlackRock	Mid Cap Growth Equity Fund	n/a	17,937,210
*	Fidelity Investments	Freedom IDX 2040 IPR	n/a	52,932,687
*	Fidelity Investments	Diversified International Fund K6	n/a	14,816,507
*	Fidelity Investments	Freedom IDX 2030 IPR	n/a	40,450,510
	Victory Sycamore	Small Company Opp R6	n/a	11,364,664
	MFS	Value R6	n/a	17,063,227
*	Fidelity Investments	Freedom IDX 2025 IPR	n/a	18,877,555
*	Fidelity Investments	Freedom IDX 2020 IPR	n/a	6,131,955
*	Fidelity Investments	Puritan Fund K	n/a	14,799,496
*	Fidelity Investments	Extended Market Index	n/a	12,895,125
*	Fidelity Investments	Freedom IDX 2045 IPR	n/a	35,939,470
	MFS	International Value R6	n/a	8,037,881
*	Fidelity Investments	Freedom IDX 2050 IPR	n/a	25,696,404
	Vanguard	Total Bond Market Institutional	n/a	4,887,793
*	Fidelity Investments	Freedom IDX Income IPR	n/a	1,360,440
*	Fidelity Investments	Freedom IDX 2015 IPR	n/a	468,165
*	Fidelity Investments	Freedom IDX 2010 IPR	n/a	407,164
	Vanguard	Total International Stock Investor	n/a	8,339,362
*	Fidelity Investments	Freedom IDX 2055 IPR	n/a	13,871,769
*	Fidelity Investments	Freedom IDX 2060 IPR	n/a	3,422,070
*	Fidelity Investments	Freedom IDX 2065 IPR	n/a	1,586,940
	Principal	Small Cap Growth I R6	n/a	8,045,163
	NYLI Winslow	Large Cap Growth Class R6	n/a	46,735,070
				632,116,354
*	Notes receivable from participants	Interest rates from 4.25% to 10.50%; Maturity dates through 2034	—	1,953,537
				$ 634,069,891

* Represents a party-in-interest to the Plan

** Cost information is not required for participant-directed investments and therefore it is not included

See accompanying independent auditors' report.

MY 401(k) PLAN

Financial Statements and Supplemental Schedules

December 31, 2024 and 2023

(With Independent Auditor's Report Thereon)

MY 401(k) PLAN

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* All other schedules required by Section 2520-103-10 of the Department of Labor Rules and Regulations for Reporting and Disclosures under the Employee Retirement Income Security Act of 1974 have been omitted because they are not applicable.

CARON & BLETZER, PLLC

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Independent Auditor's Report

To the Trustees of the

My 401(k) Plan

Marlborough, Massachusetts

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

We have performed audits of the financial statements of the My 401(k) Plan ("the Plan"), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 ("ERISA"), as permitted by ERISA Section 103(a)(3)(C) (ERISA Section 103(a)(3)(C) audit). The financial statements comprise the statements of net assets available for benefits as of December 31, 2024 and 2023, and the related statement of changes in net assets available for benefits for the year ended December 31, 2024, and the related notes to the financial statements.

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

Management has obtained certifications from a qualified institution as of December 31, 2024 and 2023, and for the year ended December 31, 2024, stating that the certified investment information, as described in Note 3 to the financial statements, is complete and accurate.

Opinion

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

- the amounts and disclosures in the accompanying financial statements, other than those agreed to or derived from the certified investment information, are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America ("GAAP").

- the information in the accompanying financial statements related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Basis for Opinion

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

Responsibilities of Management for the Financial Statements

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

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

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

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Plan's internal control. Accordingly, no such opinion is expressed.

- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.

- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for a reasonable period of time.

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

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

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

Other Matter - Supplemental Schedules Required by ERISA

The supplemental Schedule H, Line 4(a) - Schedule of Delinquent Participant Contributions for the year ended December 31, 2024 and Schedule H, Line 4(i) - Schedule of Assets (Held at End of Year) as of December 31, 2024, are presented for purposes of additional analysis and are not a required part of the financial statements but are supplementary information required by the DOL's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedules, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the 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. For information included in the supplemental schedules that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

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

In our opinion:

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

- the certified information in the supplemental schedules related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Caron & Blaiter, PLLC

Kingston, NH
June 18, 2025

MY 401(k) PLAN

Statements of Net Assets Available for Benefits

December 31, 2024 and 2023

Assets	2024	2023
Investments at fair value:		
Investments in mutual funds	$ 535,035,175	$ 549,115,714
Investments in common collective trusts	97,081,179	95,837,183
Total investments	632,116,354	644,952,897
Receivables:		
Participant contributions	—	10,186
Employer contributions	2,635,161	2,488,845
Notes receivable from participants	1,953,537	2,280,154
Total receivables	4,588,698	4,779,185
Net assets available for benefits	$ 636,705,052	$ 649,732,082

See accompanying notes to financial statements.

MY 401(k) PLAN

Statement of Changes in Net Assets Available for Benefits

Year ended December 31, 2024

Additions to net assets attributed to:	
Investment income:	
Net appreciation in fair value of investments	$ 72,834,478
Interest and dividend income	24,273,236
Total net investment income	97,107,714
Interest income on notes receivable from participants	166,617
Contributions:	
Participant contributions	
Participant	25,680,749
Employer	16,195,799
Rollovers	8,084,049
Total contributions	49,960,597
Investment expense reimbursement income	127,374
Total additions	147,362,302
Deductions from net assets attributed to:	
Benefits paid to participants	160,168,498
Administrative expenses	220,834
Total deductions	160,389,332
Net decrease in net assets available for benefits	(13,027,030)
Net assets available for benefits:	
Beginning of year	649,732,082
End of year	$ 636,705,052

See accompanying notes to financial statements.

MY 401(k) PLAN

Notes to Financial Statements

December 31, 2024 and 2023

(1) Plan Description

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

(a) General

The Plan is a defined contribution plan established on January 1, 1989, which covers all eligible employees of Sumitomo Pharma America, Inc. (SMPA) and the adopting employers (collectively, the Company). There are no age or service requirements to participate in the Plan except for temporary employees who must be 21 years of age and have completed 1,000 hours of service. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974, as amended (ERISA).

Effective June 7, 2024, the Plan was amended to include an automatic enrollment feature where eligible employees are automatically enrolled at a pre-tax contribution percentage of 6% of their eligible compensation per pay period, unless they select a different amount or opt out.

(b) Deferral and Company Contributions

Participants may contribute to the Plan up to 90% of their compensation, as defined in the Plan document not to exceed the maximum annual contribution allowed by the Internal Revenue Service (IRS). The annual compensation limit for the 2024 plan year was $345,000 pursuant to the Internal Revenue Code of 1986 (the Code). For 2024, the IRS annual deferral contributions for a participant was limited to $23,000. A participant who is eligible to make elective contributions and was at least age 50 by the end of 2024 may make additional catch-up contributions up to $7,500; as such, the maximum elective deferral is $30,500. Participants may make pre-tax, Roth, and after-tax contributions: total employee (pre-tax, Roth, and after-tax) contributions and employer contributions may not exceed $69,000 for the 2024 plan year. A participant who is age 50 or above by December 31, 2024, may have total employee, catch-up, and employer contributions that do not exceed $76,500 for the 2024 plan year. Participants may direct their contributions into various investment options offered by the Plan.

Each year the Company may elect to make discretionary matching contributions. The Company made discretionary matching contributions equal to 100% of the first 6% eligible compensation contributed by a participant for 2024.

Each year the Company may also elect to make additional discretionary profit-sharing contributions to the Plan. To be eligible to share in the additional Company discretionary contributions participants must be employed by the Company as of the last day of the Plan year. During 2024, the Company made no additional discretionary profit-sharing contributions to the Plan.

(c) Participant Accounts

Each participant's account is credited with the participant's contribution, the Company's discretionary matching contributions, an allocation of Plan earnings (losses) and Company profit sharing contributions. Participants' accounts are charged with investment and individual service fees, as required. Allocations are based on participant earnings (losses) or account balances, as defined. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

(d) Vesting

Participants are immediately vested in their deferral contribution and the Company's contributions, including actual earnings thereon.

(e) Notes Receivable from Participants

Participants may borrow a portion of the balance in their account. The minimum a participant may borrow is $1,000 up to a maximum of the lesser of $50,000 or one-half of the participant's vested account balance. Loan terms range from one to five years or up to ten years for the purchase of a primary residence. The loans are secured by the balances in the participants' accounts and bear interest at rates which are commensurate with local prevailing rates at the time the loan is granted, as determined by the Plan administrator. No more than one loan may be outstanding at any time. Principal and interest are repaid ratably through payroll deductions. Interest payments are credited to the participant's account in the investment options according to the participant's current investment election. As of December 31, 2024 and 2023, the interest rates on the outstanding loans ranged from 4.25% to 10.50%.

(f) Benefits Paid to Participants

A participant may make certain in-service withdrawals prior to termination under any of the following circumstances:

- due to financial hardship a participant may withdraw all or a portion of a participant's deferral contributions, subject to a minimum withdrawal of $500;
- upon attainment of age 59½ participants may receive all or a portion of all vested account balances; and
- at any time, a participant may elect to withdraw up to 100% of their rollover contributions.

Participants eligible to receive a distribution from the Plan may elect either a lump-sum payment, partial withdrawals, or various installment options offered by the Plan (subject to the IRC's required minimum distribution rules).

Upon termination of employment, a participant will receive a lump-sum distribution unless the vested account is valued in excess of $7,000 effective January 1, 2024 ($5,000 prior to January 1, 2024), and the participant elects to defer distribution. For purposes of determining the value of the vested account balance, a participant's designated Roth contributions are considered separately from the amount within the participant's non-Roth account. Otherwise, a terminated participant will receive statutory distributions on April 1 of the year following the year in which the latter occurs (i) the participant's retirement or (ii) the participant's attainment of their applicable required minimum distribution age as determined by law.

(2) Summary of Significant Accounting Policies

(a) Basis of Accounting

The accompanying financial statements have been prepared on the accrual basis of accounting in accordance with accounting principles generally accepted in the United States of America (U.S. GAAP).

(b) Use of Estimates

The preparation of financial statements in conformity with U.S. GAAP requires the plan administrator to make estimates and assumptions that affect the reported amounts of assets and liabilities and changes therein, and disclosure of contingent assets and liabilities. Actual results could differ from the estimates included in the financial statements.

(c) Investment Valuation and Income Recognition

The Plan's investments are held in various mutual funds and common collective trusts (CCT).

The Plan’s investments are stated 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. Refer to note 6, *Fair Value Measurements*.

The investment in the CCT is valued at the net asset value (NAV) per unit, as determined by the trustee at year end. The NAV is used as the practical expedient to estimate fair value and is based on the fair value of the underlying investments held by the fund, less its liabilities. This practical expedient is not used when it is determined to be probable that the fund will sell the investment for an amount different than the reported NAV.

Security transactions are recorded on the trade date. Payables and receivables for outstanding purchases and sales represent trades which have occurred but have not yet settled and are recorded on the statements of net assets available for benefits.

Dividend income is recorded on the ex-dividend date. Income from other investments is recorded as earned on an accrual basis.

The Plan presents in the statement of changes in net assets available for benefits the net appreciation (depreciation) in the fair value of its investments, which consist of the realized gains (losses) and the unrealized appreciation (depreciation) on those investments.

(d) Benefits Paid to Participants

Benefits are recorded when paid.

(e) Notes Receivable from Participants

Notes receivable from participants are measured at their unpaid principal balance plus any accrued but unpaid interest. Related fees are recorded as administrative expenses and are expensed as incurred. No allowance for credit losses has been recorded as of December 31, 2024 and 2023. If a participant ceases to make loan repayments and the Plan administrator deems the participant loan in default, the participant loan balance is reduced, and a benefit payment is recorded.

(f) Forfeitures

When certain corrective actions occur, the employer contribution amount removed from a participant's account represents a forfeiture, as defined by the Plan. Forfeited balances may be used to pay plan expenses or to reduce company contributions or may be allocated to plan participants. During 2024, $1,100,000 of forfeitures were used to reduce company contributions. Unallocated forfeitures as of December 31, 2024, and 2023 were $310,159 and $277,184, respectively

(g) Administrative Expenses

Certain administrative expenses related to custody and recordkeeping of the Plan are paid by the Company and others are charged to participants. Expenses that are paid by the Company are excluded from these financial statements. Loan and other transaction fees are charged to participants. The Company provides certain accounting and management services to the Plan at no charge. A portion of the administrative expenses is returned to the Plan on revenue sharing arrangements. The revenue sharing amounts received are recorded as other income in the statement of changes in net assets available for benefits. Refer to note 5, *Related Party Transactions and Parties-In-Interest,* for further information.

(h) Unallocated Assets

The Plan holds assets in a revenue credit account which receives deposits as a result of a revenue sharing agreement with Fidelity Workplace Services LLC. During 2024, deposits to the account totaled $98,141, which is included in net appreciation (depreciation) in fair value of investments in the statement of changes in net assets available for benefits. Funds in the account are used to pay qualified plan expenses and may be allocated to plan participants. During 2024, $23,145 was used to pay plan expenses. Unallocated assets were $176,411 and $96,438 as of December 31, 2024 and 2023, respectively.

(i) Investment Expense Reimbursement

Certain excess revenue received in connection with plan services that exceed agreed-upon compensation are credited to a revenue credit program account. The balance of the revenue credit program account is applied to reduce plan expenses and may be allocated back to eligible participants' accounts based on a defined formula. During 2024, there were excess revenue credits of $127,374 which were used to pay certain expenses of maintaining the Plan. The remaining $29,233 of expenses charged to the Plan during 2024 that were not paid by the excess revenue credits were paid by the participants and the revenue credit account.

(j) Contributions

Contributions from plan participants and company contributions are recorded in the year in which the participant contributions are withheld from compensation.

(3) Summary of Information Prepared and Certified by the Trustee

The Plan administrator has elected the method of annual reporting compliance permitted by 29 CFR 2520.103-8 of the DOL's Rules and Regulations for Reporting and Disclosure under ERISA. Accordingly, Fidelity Management Trust Company (Fidelity), the trustee, has certified that the following data included in the financial statements and supplemental schedule are complete and accurate:

- Investments and notes receivable from participants, as shown in the statements of net assets available for benefits, as of December 31, 2024 and 2023.
- Investment income and dividend and interest income on notes receivable from participants, as shown in the statement of changes in net assets available for benefits for the year ended December 31, 2024.
- The Schedule H, Line 4(i) - Schedule of Assets (Held at End of Year) as of December 31, 2024.

The Plan's independent auditors did not perform auditing procedures with respect to this information, except for comparing such information to the related information included in the financial statements and supplemental schedule.

(4) Tax Status

Effective October 1, 2021, the Company adopted the pre-approved plan document of FMR LLC. The Internal Revenue Service ("IRS") has determined and informed FMR LLC by a letter dated June 30, 2020, that the pre-approved plan document is designed in accordance with applicable sections of the IRC. Although the Plan has been amended by the Company and the pre-approved plan document has been amended by FMR LLC since receiving the opinion letter, the plan administrator believes that the Plan is designed and is currently being operated in compliance with the applicable requirements of the IRC and therefore believes that the Plan is qualified and the related trust is tax-exempt.

U.S. GAAP requires management of the Plan to evaluate tax positions taken by the Plan and recognize a tax liability (or asset) if the Plan has taken an uncertain position that more likely than not would not be sustained upon examination by the taxing jurisdictions. The Plan administrator has analyzed the tax positions taken by the Plan, and has concluded that as of December 31, 2024 and 2023, there were no uncertain positions taken or expected to be taken that would require recognition of a liability (or asset) or disclosure in the financial statements. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

(5) Related Party Transactions and Parties-in-Interest

The Trustee and Recordkeeper of the Plan, Fidelity, is a party-in-interest with respect to the Plan. Certain Plan transactions involve Fidelity or its affiliates. For example, certain Plan investments are shares of registered investment companies managed by affiliates of Fidelity. The Plan also pays fees to the Trustee. Fees paid by the Plan for investment management services for the year ended December 31, 2024 amounted to $220,834. In addition, the Plan has a revenue sharing agreement with the Trustee whereby certain revenue received by the Trustee from sponsors of some Plan investment options is paid to the Trust. For the year ended December 31, 2024, $127,374 in such revenue sharing was allocated to participant accounts and the revenue credit account to offset certain expenses of maintaining the Plan. Additionally, in accordance with the Plan document, the Plan makes certain loans to participants who are employees of the Company, and who are therefore parties-in-interest with respect to the Plan.

(6) Fair Value Measurements

The Financial Accounting Standards Board's (FASB) Accounting Standards Codification (ASC) 820, *Fair Value Measurements and Disclosures*, provides the framework for measuring fair value and requires expanded disclosures regarding fair value measurements. Fair value is defined as the price that would be received for an asset or the exit price that would be paid to transfer a liability in the principal or most advantageous market in an orderly transaction between market participants on the measurement date. This accounting standard established a fair value hierarchy, which requires an entity to maximize the use of observable inputs, where available. The following summarizes the three levels of inputs required:

Level 1 Quoted prices in active markets for identical assets or liabilities.

Level 2 Observable inputs, other than Level 1 prices, such as quoted prices for similar assets and liabilities in active markets, quoted prices for identical or similar assets or liabilities in inactive markets, other inputs that are observable for the asset or liability and corroborated with observable market data by correlation or other means.

Level 3 Unobservable inputs supported by little or no market activity that are significant in establishing the fair value of the assets or liabilities.

The determination of where the assets and liabilities fall within this fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Below is a description of the valuation methodologies. There were no transfers between levels for the fiscal years ended December 31, 2024 and 2023.

Mutual funds – Mutual funds are valued at the daily closing price as reported by the fund. Mutual funds held by the Plan are open-end mutual funds that are registered with the Securities and Exchange Commission. These funds are required to publish their daily NAV and to transact at that price. The mutual funds held by the Plan are deemed to be actively traded.

Common/collective trusts – Common/collective trusts are comprised of investment contracts issued by insurance companies and other financial institutions, fixed income securities, stocks, and money market funds that and are valued at the net asset value of units of the common/collective trusts. The net asset value is used as a practical expedient to estimate fair value. This practical expedient would not be used if it is determined to be probable that the fund will sell the investment of an amount different form the reported net asset value. Participant transactions (purchases and sales) may occur daily. If the Plan initiates a full redemption of the Fidelity Managed Income Portfolio common/collective trust, the issuer reserves the right to require 12 months' notification in order to ensure that the securities liquidations will be carried out in an orderly business manner.

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

The following tables sets forth, by level within the fair value hierarchy, the Plan's assets at fair value as of December 31, 2024 and 2023:

	Assets at fair value as of December 31, 2024			
	Level 1	**Level 2**	**Level 3**	**Total**
Mutual funds	$ 535,035,175	—	—	535,035,175
Investments measured at net asset value (a)	—	—	—	97,081,179
Total	$ 535,035,175	—	—	632,116,354

	Assets at fair value as of December 31, 2023			
	Level 1	**Level 2**	**Level 3**	**Total**
Mutual funds	$ 549,115,714	—	—	549,115,714
Investments measured at net asset value (a)	—	—	—	95,837,183
Total	$ 549,115,714	—	—	644,952,897

(a) In accordance with *Accounting Standards Codification* issued by the Financial Accounting Standards Board Topic 820, *Fair Value Measurement,* certain investments that were measured at net asset value per share have not been classified in the fair value hierarchy (refer to Note 7). The fair value amounts presented in this table are intended to permit reconciliation of the fair value hierarchy to the line item presented in the statements of net assets available for benefits.

(7) Fair Value of Investments in Entities That Use NAV

The following tables summarize investments measured at fair value based on NAV per share as of December 31, 2024 and 2023:

	Fair Value Estimated Using Net Asset Value per Share of December 31, 2024				
Investments	**Fair Value ***	**Unfunded Commitments**	**Redemption Frequency**	**Other Redemption Restrictions**	**Redemption Notice Period**
Fidelity Managed Income Portfolio	19,212,675	n/a	Daily	None	12 months for non-participant directed withdrawals
Fidelity Contrafund Comingled Pool	77,868,504	n/a	Daily	None	None

	Fair Value Estimated Using Net Asset Value per Share of December 31, 2023				
Investments	**Fair Value ***	**Unfunded Commitments**	**Redemption Frequency**	**Other Redemption Restrictions**	**Redemption Notice Period**
Fidelity Managed Income Portfolio	23,839,502	n/a	Daily	None	12 months for non-participant directed withdrawals
Fidelity Contrafund Comingled Pool	71,997,681	n/a	Daily	None	None

* The fair values of investments have been estimated using the net asset value of the investment.

(8) 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. Market risks include global events which could impact the value of investment securities. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the value of investment securities will occur in the near term and that such changes could materially affect participants' account balances and the amounts reported in the statements of net assets available for benefits.

(9) 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. In the event of Plan termination, participants shall be entitled to receive all amounts in his or her account after payment of all expenses and adjustment of accounts to reflect such expenses, fund losses or profits, and reallocations.

(10) Reconciliation of Financial Statements to Form 5500

The following is a reconciliation of net assets available for benefits per the financial statements at December 31, 2024 and 2023 with the net assets per the Schedule H, Part I of Form 5500 which is on the cash basis of accounting:

		2024	2023
Net assets available for benefits per the financial statements	$	636,705,052	649,732,082
Less current year contributions receivable per the financial statements		(2,635,161)	(2,499,031)
Net assets per the Form 5500, Schedule H, Part I	$	634,069,891	647,233,051

The following is a reconciliation of changes in net assets per the financial statements for the year ended December 31, 2024 with changes in net assets per the 2024 Schedule H, Part II of the Form 5500 which is on the cash basis of accounting:

Net decrease per the financial statements	$	(13,027,030)
Less current year contributions receivable per the financial statements		(2,635,161)
Plus prior year contributions receivable per the financial statements		2,499,031
Total decrease per the 2024 Form 5500	$	(13,163,160)

(11) Subsequent Events

Subsequent events were evaluated through June 18, 2025, which is the date the financial statements were available to be issued.

SUPPLEMENTAL INFORMATION

Plan No. 001
EIN 22-2536587

MY 401(k) PLAN

Schedule H, Part IV, Line 4(a) – Schedule of Delinquent Participant Contributions

Year ended December 31, 2024

Participant contributions transferred late to plan	Total that constitute nonexempt prohibited transactions			Total fully corrected under Voluntary Fiduciary Correction Program (VFCP) and Prohibited Transaction Exemption 2002-52
Check here if late participant loan repayments are included ☐	Contributions not corrected	Contributions corrected outside VFCP	Contributions pending correction in VFCP	
	$ —	$ 1,015 (a)	—	$ —

(a) Contributions related to Plan year ended December 31, 2023.

See accompanying independent auditors' report.

Plan No. 001
EIN 22-2536587

MY 401(k) PLAN

Schedule H, Part IV, Line 4(i) – Schedule of Assets (Held at End of Year)

Year ended December 31, 2024

	Identity of issuer, borrower, lessor or similar party	Description of investment including maturity date, rate of interest, collateral, par, or maturity value	Cost	Current value
*	Fidelity Investments	Contra Fund Pool	n/a	$ 77,868,504
	JP Morgan	Core Plus Bond R6	n/a	17,493,767
	John Hancock	Disciplined Value Mid Cap R6	n/a	19,459,859
*	Fidelity Investments	Freedom IDX 2035 IPR	n/a	52,937,517
*	Fidelity Investments	Fidelity 500 Index Fund	n/a	79,077,405
*	Fidelity Investments	Managed Income Portfolio	n/a	19,212,675
	BlackRock	Mid Cap Growth Equity Fund	n/a	17,937,210
*	Fidelity Investments	Freedom IDX 2040 IPR	n/a	52,932,687
*	Fidelity Investments	Diversified International Fund K6	n/a	14,816,507
*	Fidelity Investments	Freedom IDX 2030 IPR	n/a	40,450,510
	Victory Sycamore	Small Company Opp R6	n/a	11,364,664
	MFS	Value R6	n/a	17,063,227
*	Fidelity Investments	Freedom IDX 2025 IPR	n/a	18,877,555
*	Fidelity Investments	Freedom IDX 2020 IPR	n/a	6,131,955
*	Fidelity Investments	Puritan Fund K	n/a	14,799,496
*	Fidelity Investments	Extended Market Index	n/a	12,895,125
*	Fidelity Investments	Freedom IDX 2045 IPR	n/a	35,939,470
	MFS	International Value R6	n/a	8,037,881
*	Fidelity Investments	Freedom IDX 2050 IPR	n/a	25,696,404
	Vanguard	Total Bond Market Institutional	n/a	4,887,793
*	Fidelity Investments	Freedom IDX Income IPR	n/a	1,360,440
*	Fidelity Investments	Freedom IDX 2015 IPR	n/a	468,165
*	Fidelity Investments	Freedom IDX 2010 IPR	n/a	407,164
	Vanguard	Total International Stock Investor	n/a	8,339,362
*	Fidelity Investments	Freedom IDX 2055 IPR	n/a	13,871,769
*	Fidelity Investments	Freedom IDX 2060 IPR	n/a	3,422,070
*	Fidelity Investments	Freedom IDX 2065 IPR	n/a	1,586,940
	Principal	Small Cap Growth I R6	n/a	8,045,163
	NYLI Winslow	Large Cap Growth Class R6	n/a	46,735,070
				632,116,354
*	Notes receivable from participants	Interest rates from 4.25% to 10.50%; Maturity dates through 2034	—	1,953,537
				$ 634,069,891

* Represents a party-in-interest to the Plan

** Cost information is not required for participant-directed investments and therefore it is not included

See accompanying independent auditors' report.

MY 401(k) PLAN

Financial Statements and Supplemental Schedules

December 31, 2024 and 2023

(With Independent Auditor's Report Thereon)

MY 401(k) PLAN

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* All other schedules required by Section 2520-103-10 of the Department of Labor Rules and Regulations for Reporting and Disclosures under the Employee Retirement Income Security Act of 1974 have been omitted because they are not applicable.

CARON & BLETZER, PLLC

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Independent Auditor's Report

To the Trustees of the

My 401(k) Plan

Marlborough, Massachusetts

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

We have performed audits of the financial statements of the My 401(k) Plan ("the Plan"), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 ("ERISA"), as permitted by ERISA Section 103(a)(3)(C) (ERISA Section 103(a)(3)(C) audit). The financial statements comprise the statements of net assets available for benefits as of December 31, 2024 and 2023, and the related statement of changes in net assets available for benefits for the year ended December 31, 2024, and the related notes to the financial statements.

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

Management has obtained certifications from a qualified institution as of December 31, 2024 and 2023, and for the year ended December 31, 2024, stating that the certified investment information, as described in Note 3 to the financial statements, is complete and accurate.

Opinion

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

- the amounts and disclosures in the accompanying financial statements, other than those agreed to or derived from the certified investment information, are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America ("GAAP").

- the information in the accompanying financial statements related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Basis for Opinion

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

Responsibilities of Management for the Financial Statements

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

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

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

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Plan's internal control. Accordingly, no such opinion is expressed.

- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.

- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for a reasonable period of time.

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

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

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

Other Matter - Supplemental Schedules Required by ERISA

The supplemental Schedule H, Line 4(a) - Schedule of Delinquent Participant Contributions for the year ended December 31, 2024 and Schedule H, Line 4(i) - Schedule of Assets (Held at End of Year) as of December 31, 2024, are presented for purposes of additional analysis and are not a required part of the financial statements but are supplementary information required by the DOL's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedules, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the 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. For information included in the supplemental schedules that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

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

In our opinion:

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

- the certified information in the supplemental schedules related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Caron & Blaiter, PLLC

Kingston, NH
June 18, 2025

MY 401(k) PLAN

Statements of Net Assets Available for Benefits

December 31, 2024 and 2023

Assets	2024	2023
Investments at fair value:		
Investments in mutual funds	$ 535,035,175	$ 549,115,714
Investments in common collective trusts	97,081,179	95,837,183
Total investments	632,116,354	644,952,897
Receivables:		
Participant contributions	—	10,186
Employer contributions	2,635,161	2,488,845
Notes receivable from participants	1,953,537	2,280,154
Total receivables	4,588,698	4,779,185
Net assets available for benefits	$ 636,705,052	$ 649,732,082

See accompanying notes to financial statements.

MY 401(k) PLAN

Statement of Changes in Net Assets Available for Benefits

Year ended December 31, 2024

Additions to net assets attributed to:	
Investment income:	
Net appreciation in fair value of investments	$ 72,834,478
Interest and dividend income	24,273,236
Total net investment income	97,107,714
Interest income on notes receivable from participants	166,617
Contributions:	
Participant contributions	
Participant	25,680,749
Employer	16,195,799
Rollovers	8,084,049
Total contributions	49,960,597
Investment expense reimbursement income	127,374
Total additions	147,362,302
Deductions from net assets attributed to:	
Benefits paid to participants	160,168,498
Administrative expenses	220,834
Total deductions	160,389,332
Net decrease in net assets available for benefits	(13,027,030)
Net assets available for benefits:	
Beginning of year	649,732,082
End of year	$ 636,705,052

See accompanying notes to financial statements.

MY 401(k) PLAN

Notes to Financial Statements

December 31, 2024 and 2023

(1) Plan Description

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

(a) General

The Plan is a defined contribution plan established on January 1, 1989, which covers all eligible employees of Sumitomo Pharma America, Inc. (SMPA) and the adopting employers (collectively, the Company). There are no age or service requirements to participate in the Plan except for temporary employees who must be 21 years of age and have completed 1,000 hours of service. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974, as amended (ERISA).

Effective June 7, 2024, the Plan was amended to include an automatic enrollment feature where eligible employees are automatically enrolled at a pre-tax contribution percentage of 6% of their eligible compensation per pay period, unless they select a different amount or opt out.

(b) Deferral and Company Contributions

Participants may contribute to the Plan up to 90% of their compensation, as defined in the Plan document not to exceed the maximum annual contribution allowed by the Internal Revenue Service (IRS). The annual compensation limit for the 2024 plan year was $345,000 pursuant to the Internal Revenue Code of 1986 (the Code). For 2024, the IRS annual deferral contributions for a participant was limited to $23,000. A participant who is eligible to make elective contributions and was at least age 50 by the end of 2024 may make additional catch-up contributions up to $7,500; as such, the maximum elective deferral is $30,500. Participants may make pre-tax, Roth, and after-tax contributions: total employee (pre-tax, Roth, and after-tax) contributions and employer contributions may not exceed $69,000 for the 2024 plan year. A participant who is age 50 or above by December 31, 2024, may have total employee, catch-up, and employer contributions that do not exceed $76,500 for the 2024 plan year. Participants may direct their contributions into various investment options offered by the Plan.

Each year the Company may elect to make discretionary matching contributions. The Company made discretionary matching contributions equal to 100% of the first 6% eligible compensation contributed by a participant for 2024.

Each year the Company may also elect to make additional discretionary profit-sharing contributions to the Plan. To be eligible to share in the additional Company discretionary contributions participants must be employed by the Company as of the last day of the Plan year. During 2024, the Company made no additional discretionary profit-sharing contributions to the Plan.

(c) Participant Accounts

Each participant's account is credited with the participant's contribution, the Company's discretionary matching contributions, an allocation of Plan earnings (losses) and Company profit sharing contributions. Participants' accounts are charged with investment and individual service fees, as required. Allocations are based on participant earnings (losses) or account balances, as defined. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

(d) Vesting

Participants are immediately vested in their deferral contribution and the Company's contributions, including actual earnings thereon.

(e) Notes Receivable from Participants

Participants may borrow a portion of the balance in their account. The minimum a participant may borrow is $1,000 up to a maximum of the lesser of $50,000 or one-half of the participant's vested account balance. Loan terms range from one to five years or up to ten years for the purchase of a primary residence. The loans are secured by the balances in the participants' accounts and bear interest at rates which are commensurate with local prevailing rates at the time the loan is granted, as determined by the Plan administrator. No more than one loan may be outstanding at any time. Principal and interest are repaid ratably through payroll deductions. Interest payments are credited to the participant's account in the investment options according to the participant's current investment election. As of December 31, 2024 and 2023, the interest rates on the outstanding loans ranged from 4.25% to 10.50%.

(f) Benefits Paid to Participants

A participant may make certain in-service withdrawals prior to termination under any of the following circumstances:

- due to financial hardship a participant may withdraw all or a portion of a participant's deferral contributions, subject to a minimum withdrawal of $500;
- upon attainment of age 59½ participants may receive all or a portion of all vested account balances; and
- at any time, a participant may elect to withdraw up to 100% of their rollover contributions.

Participants eligible to receive a distribution from the Plan may elect either a lump-sum payment, partial withdrawals, or various installment options offered by the Plan (subject to the IRC's required minimum distribution rules).

Upon termination of employment, a participant will receive a lump-sum distribution unless the vested account is valued in excess of $7,000 effective January 1, 2024 ($5,000 prior to January 1, 2024), and the participant elects to defer distribution. For purposes of determining the value of the vested account balance, a participant's designated Roth contributions are considered separately from the amount within the participant's non-Roth account. Otherwise, a terminated participant will receive statutory distributions on April 1 of the year following the year in which the latter occurs (i) the participant's retirement or (ii) the participant's attainment of their applicable required minimum distribution age as determined by law.

(2) Summary of Significant Accounting Policies

(a) Basis of Accounting

The accompanying financial statements have been prepared on the accrual basis of accounting in accordance with accounting principles generally accepted in the United States of America (U.S. GAAP).

(b) Use of Estimates

The preparation of financial statements in conformity with U.S. GAAP requires the plan administrator to make estimates and assumptions that affect the reported amounts of assets and liabilities and changes therein, and disclosure of contingent assets and liabilities. Actual results could differ from the estimates included in the financial statements.

(c) Investment Valuation and Income Recognition

The Plan's investments are held in various mutual funds and common collective trusts (CCT).

The Plan’s investments are stated 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. Refer to note 6, *Fair Value Measurements*.

The investment in the CCT is valued at the net asset value (NAV) per unit, as determined by the trustee at year end. The NAV is used as the practical expedient to estimate fair value and is based on the fair value of the underlying investments held by the fund, less its liabilities. This practical expedient is not used when it is determined to be probable that the fund will sell the investment for an amount different than the reported NAV.

Security transactions are recorded on the trade date. Payables and receivables for outstanding purchases and sales represent trades which have occurred but have not yet settled and are recorded on the statements of net assets available for benefits.

Dividend income is recorded on the ex-dividend date. Income from other investments is recorded as earned on an accrual basis.

The Plan presents in the statement of changes in net assets available for benefits the net appreciation (depreciation) in the fair value of its investments, which consist of the realized gains (losses) and the unrealized appreciation (depreciation) on those investments.

(d) Benefits Paid to Participants

Benefits are recorded when paid.

(e) Notes Receivable from Participants

Notes receivable from participants are measured at their unpaid principal balance plus any accrued but unpaid interest. Related fees are recorded as administrative expenses and are expensed as incurred. No allowance for credit losses has been recorded as of December 31, 2024 and 2023. If a participant ceases to make loan repayments and the Plan administrator deems the participant loan in default, the participant loan balance is reduced, and a benefit payment is recorded.

(f) Forfeitures

When certain corrective actions occur, the employer contribution amount removed from a participant's account represents a forfeiture, as defined by the Plan. Forfeited balances may be used to pay plan expenses or to reduce company contributions or may be allocated to plan participants. During 2024, $1,100,000 of forfeitures were used to reduce company contributions. Unallocated forfeitures as of December 31, 2024, and 2023 were $310,159 and $277,184, respectively

(g) Administrative Expenses

Certain administrative expenses related to custody and recordkeeping of the Plan are paid by the Company and others are charged to participants. Expenses that are paid by the Company are excluded from these financial statements. Loan and other transaction fees are charged to participants. The Company provides certain accounting and management services to the Plan at no charge. A portion of the administrative expenses is returned to the Plan on revenue sharing arrangements. The revenue sharing amounts received are recorded as other income in the statement of changes in net assets available for benefits. Refer to note 5, *Related Party Transactions and Parties-In-Interest,* for further information.

(h) Unallocated Assets

The Plan holds assets in a revenue credit account which receives deposits as a result of a revenue sharing agreement with Fidelity Workplace Services LLC. During 2024, deposits to the account totaled $98,141, which is included in net appreciation (depreciation) in fair value of investments in the statement of changes in net assets available for benefits. Funds in the account are used to pay qualified plan expenses and may be allocated to plan participants. During 2024, $23,145 was used to pay plan expenses. Unallocated assets were $176,411 and $96,438 as of December 31, 2024 and 2023, respectively.

(i) Investment Expense Reimbursement

Certain excess revenue received in connection with plan services that exceed agreed-upon compensation are credited to a revenue credit program account. The balance of the revenue credit program account is applied to reduce plan expenses and may be allocated back to eligible participants' accounts based on a defined formula. During 2024, there were excess revenue credits of $127,374 which were used to pay certain expenses of maintaining the Plan. The remaining $29,233 of expenses charged to the Plan during 2024 that were not paid by the excess revenue credits were paid by the participants and the revenue credit account.

(j) Contributions

Contributions from plan participants and company contributions are recorded in the year in which the participant contributions are withheld from compensation.

(3) Summary of Information Prepared and Certified by the Trustee

The Plan administrator has elected the method of annual reporting compliance permitted by 29 CFR 2520.103-8 of the DOL's Rules and Regulations for Reporting and Disclosure under ERISA. Accordingly, Fidelity Management Trust Company (Fidelity), the trustee, has certified that the following data included in the financial statements and supplemental schedule are complete and accurate:

- Investments and notes receivable from participants, as shown in the statements of net assets available for benefits, as of December 31, 2024 and 2023.
- Investment income and dividend and interest income on notes receivable from participants, as shown in the statement of changes in net assets available for benefits for the year ended December 31, 2024.
- The Schedule H, Line 4(i) - Schedule of Assets (Held at End of Year) as of December 31, 2024.

The Plan's independent auditors did not perform auditing procedures with respect to this information, except for comparing such information to the related information included in the financial statements and supplemental schedule.

(4) Tax Status

Effective October 1, 2021, the Company adopted the pre-approved plan document of FMR LLC. The Internal Revenue Service ("IRS") has determined and informed FMR LLC by a letter dated June 30, 2020, that the pre-approved plan document is designed in accordance with applicable sections of the IRC. Although the Plan has been amended by the Company and the pre-approved plan document has been amended by FMR LLC since receiving the opinion letter, the plan administrator believes that the Plan is designed and is currently being operated in compliance with the applicable requirements of the IRC and therefore believes that the Plan is qualified and the related trust is tax-exempt.

U.S. GAAP requires management of the Plan to evaluate tax positions taken by the Plan and recognize a tax liability (or asset) if the Plan has taken an uncertain position that more likely than not would not be sustained upon examination by the taxing jurisdictions. The Plan administrator has analyzed the tax positions taken by the Plan, and has concluded that as of December 31, 2024 and 2023, there were no uncertain positions taken or expected to be taken that would require recognition of a liability (or asset) or disclosure in the financial statements. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

(5) Related Party Transactions and Parties-in-Interest

The Trustee and Recordkeeper of the Plan, Fidelity, is a party-in-interest with respect to the Plan. Certain Plan transactions involve Fidelity or its affiliates. For example, certain Plan investments are shares of registered investment companies managed by affiliates of Fidelity. The Plan also pays fees to the Trustee. Fees paid by the Plan for investment management services for the year ended December 31, 2024 amounted to $220,834. In addition, the Plan has a revenue sharing agreement with the Trustee whereby certain revenue received by the Trustee from sponsors of some Plan investment options is paid to the Trust. For the year ended December 31, 2024, $127,374 in such revenue sharing was allocated to participant accounts and the revenue credit account to offset certain expenses of maintaining the Plan. Additionally, in accordance with the Plan document, the Plan makes certain loans to participants who are employees of the Company, and who are therefore parties-in-interest with respect to the Plan.

(6) Fair Value Measurements

The Financial Accounting Standards Board's (FASB) Accounting Standards Codification (ASC) 820, *Fair Value Measurements and Disclosures*, provides the framework for measuring fair value and requires expanded disclosures regarding fair value measurements. Fair value is defined as the price that would be received for an asset or the exit price that would be paid to transfer a liability in the principal or most advantageous market in an orderly transaction between market participants on the measurement date. This accounting standard established a fair value hierarchy, which requires an entity to maximize the use of observable inputs, where available. The following summarizes the three levels of inputs required:

Level 1 Quoted prices in active markets for identical assets or liabilities.

Level 2 Observable inputs, other than Level 1 prices, such as quoted prices for similar assets and liabilities in active markets, quoted prices for identical or similar assets or liabilities in inactive markets, other inputs that are observable for the asset or liability and corroborated with observable market data by correlation or other means.

Level 3 Unobservable inputs supported by little or no market activity that are significant in establishing the fair value of the assets or liabilities.

The determination of where the assets and liabilities fall within this fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Below is a description of the valuation methodologies. There were no transfers between levels for the fiscal years ended December 31, 2024 and 2023.

Mutual funds – Mutual funds are valued at the daily closing price as reported by the fund. Mutual funds held by the Plan are open-end mutual funds that are registered with the Securities and Exchange Commission. These funds are required to publish their daily NAV and to transact at that price. The mutual funds held by the Plan are deemed to be actively traded.

Common/collective trusts – Common/collective trusts are comprised of investment contracts issued by insurance companies and other financial institutions, fixed income securities, stocks, and money market funds that and are valued at the net asset value of units of the common/collective trusts. The net asset value is used as a practical expedient to estimate fair value. This practical expedient would not be used if it is determined to be probable that the fund will sell the investment of an amount different form the reported net asset value. Participant transactions (purchases and sales) may occur daily. If the Plan initiates a full redemption of the Fidelity Managed Income Portfolio common/collective trust, the issuer reserves the right to require 12 months' notification in order to ensure that the securities liquidations will be carried out in an orderly business manner.

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

The following tables sets forth, by level within the fair value hierarchy, the Plan's assets at fair value as of December 31, 2024 and 2023:

	Assets at fair value as of December 31, 2024			
	Level 1	**Level 2**	**Level 3**	**Total**
Mutual funds	$ 535,035,175	—	—	535,035,175
Investments measured at net asset value (a)	—	—	—	97,081,179
Total	$ 535,035,175	—	—	632,116,354

	Assets at fair value as of December 31, 2023			
	Level 1	**Level 2**	**Level 3**	**Total**
Mutual funds	$ 549,115,714	—	—	549,115,714
Investments measured at net asset value (a)	—	—	—	95,837,183
Total	$ 549,115,714	—	—	644,952,897

(a) In accordance with *Accounting Standards Codification* issued by the Financial Accounting Standards Board Topic 820, *Fair Value Measurement,* certain investments that were measured at net asset value per share have not been classified in the fair value hierarchy (refer to Note 7). The fair value amounts presented in this table are intended to permit reconciliation of the fair value hierarchy to the line item presented in the statements of net assets available for benefits.

(7) Fair Value of Investments in Entities That Use NAV

The following tables summarize investments measured at fair value based on NAV per share as of December 31, 2024 and 2023:

	Fair Value Estimated Using Net Asset Value per Share of December 31, 2024				
Investments	**Fair Value ***	**Unfunded Commitments**	**Redemption Frequency**	**Other Redemption Restrictions**	**Redemption Notice Period**
Fidelity Managed Income Portfolio	19,212,675	n/a	Daily	None	12 months for non-participant directed withdrawals
Fidelity Contrafund Comingled Pool	77,868,504	n/a	Daily	None	None

	Fair Value Estimated Using Net Asset Value per Share of December 31, 2023				
Investments	**Fair Value ***	**Unfunded Commitments**	**Redemption Frequency**	**Other Redemption Restrictions**	**Redemption Notice Period**
Fidelity Managed Income Portfolio	23,839,502	n/a	Daily	None	12 months for non-participant directed withdrawals
Fidelity Contrafund Comingled Pool	71,997,681	n/a	Daily	None	None

* The fair values of investments have been estimated using the net asset value of the investment.

(8) 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. Market risks include global events which could impact the value of investment securities. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the value of investment securities will occur in the near term and that such changes could materially affect participants' account balances and the amounts reported in the statements of net assets available for benefits.

(9) 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. In the event of Plan termination, participants shall be entitled to receive all amounts in his or her account after payment of all expenses and adjustment of accounts to reflect such expenses, fund losses or profits, and reallocations.

(10) Reconciliation of Financial Statements to Form 5500

The following is a reconciliation of net assets available for benefits per the financial statements at December 31, 2024 and 2023 with the net assets per the Schedule H, Part I of Form 5500 which is on the cash basis of accounting:

		2024	2023
Net assets available for benefits per the financial statements	$	636,705,052	649,732,082
Less current year contributions receivable per the financial statements		(2,635,161)	(2,499,031)
Net assets per the Form 5500, Schedule H, Part I	$	634,069,891	647,233,051

The following is a reconciliation of changes in net assets per the financial statements for the year ended December 31, 2024 with changes in net assets per the 2024 Schedule H, Part II of the Form 5500 which is on the cash basis of accounting:

Net decrease per the financial statements	$	(13,027,030)
Less current year contributions receivable per the financial statements		(2,635,161)
Plus prior year contributions receivable per the financial statements		2,499,031
Total decrease per the 2024 Form 5500	$	(13,163,160)

(11) Subsequent Events

Subsequent events were evaluated through June 18, 2025, which is the date the financial statements were available to be issued.

SUPPLEMENTAL INFORMATION

Plan No. 001
EIN 22-2536587

MY 401(k) PLAN

Schedule H, Part IV, Line 4(a) – Schedule of Delinquent Participant Contributions

Year ended December 31, 2024

Participant contributions transferred late to plan	Total that constitute nonexempt prohibited transactions			Total fully corrected under Voluntary Fiduciary Correction Program (VFCP) and Prohibited Transaction Exemption 2002-52
Check here if late participant loan repayments are included ☐	Contributions not corrected	Contributions corrected outside VFCP	Contributions pending correction in VFCP	
	$ —	$ 1,015 (a)	—	$ —

(a) Contributions related to Plan year ended December 31, 2023.

See accompanying independent auditors' report.

Plan No. 001
EIN 22-2536587

MY 401(k) PLAN

Schedule H, Part IV, Line 4(i) – Schedule of Assets (Held at End of Year)

Year ended December 31, 2024

	Identity of issuer, borrower, lessor or similar party	Description of investment including maturity date, rate of interest, collateral, par, or maturity value	Cost	Current value
*	Fidelity Investments	Contra Fund Pool	n/a	$ 77,868,504
	JP Morgan	Core Plus Bond R6	n/a	17,493,767
	John Hancock	Disciplined Value Mid Cap R6	n/a	19,459,859
*	Fidelity Investments	Freedom IDX 2035 IPR	n/a	52,937,517
*	Fidelity Investments	Fidelity 500 Index Fund	n/a	79,077,405
*	Fidelity Investments	Managed Income Portfolio	n/a	19,212,675
	BlackRock	Mid Cap Growth Equity Fund	n/a	17,937,210
*	Fidelity Investments	Freedom IDX 2040 IPR	n/a	52,932,687
*	Fidelity Investments	Diversified International Fund K6	n/a	14,816,507
*	Fidelity Investments	Freedom IDX 2030 IPR	n/a	40,450,510
	Victory Sycamore	Small Company Opp R6	n/a	11,364,664
	MFS	Value R6	n/a	17,063,227
*	Fidelity Investments	Freedom IDX 2025 IPR	n/a	18,877,555
*	Fidelity Investments	Freedom IDX 2020 IPR	n/a	6,131,955
*	Fidelity Investments	Puritan Fund K	n/a	14,799,496
*	Fidelity Investments	Extended Market Index	n/a	12,895,125
*	Fidelity Investments	Freedom IDX 2045 IPR	n/a	35,939,470
	MFS	International Value R6	n/a	8,037,881
*	Fidelity Investments	Freedom IDX 2050 IPR	n/a	25,696,404
	Vanguard	Total Bond Market Institutional	n/a	4,887,793
*	Fidelity Investments	Freedom IDX Income IPR	n/a	1,360,440
*	Fidelity Investments	Freedom IDX 2015 IPR	n/a	468,165
*	Fidelity Investments	Freedom IDX 2010 IPR	n/a	407,164
	Vanguard	Total International Stock Investor	n/a	8,339,362
*	Fidelity Investments	Freedom IDX 2055 IPR	n/a	13,871,769
*	Fidelity Investments	Freedom IDX 2060 IPR	n/a	3,422,070
*	Fidelity Investments	Freedom IDX 2065 IPR	n/a	1,586,940
	Principal	Small Cap Growth I R6	n/a	8,045,163
	NYLI Winslow	Large Cap Growth Class R6	n/a	46,735,070
				632,116,354
*	Notes receivable from participants	Interest rates from 4.25% to 10.50%; Maturity dates through 2034	—	1,953,537
				$ 634,069,891

* Represents a party-in-interest to the Plan

** Cost information is not required for participant-directed investments and therefore it is not included

See accompanying independent auditors' report.