

Form 5500 Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Annual Return/Report of Employee Benefit Plan This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code). ▶ Complete all entries in accordance with the instructions to the Form 5500.	OMB Nos. 1210-0110 1210-0089 2024 This Form is Open to Public Inspection
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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.) ☒ a single-employer plan ☐ a DFE (specify) _____
B	This return/report is: ☐ the first return/report ☐ the final return/report ☐ an amended return/report ☐ a short plan year return/report (less than 12 months)
C	If the plan is a collectively-bargained plan, check here. ▶ ☐
D	Check box if filing under: ☒ Form 5558 ☐ automatic extension ☐ the DFVC program ☐ special extension (enter description)
E	If this is a retroactively adopted plan permitted by SECURE Act section 201, check here. ▶ ☐

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

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

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

SIGN HERE	Filed with authorized/valid electronic signature.	08/29/2025	PATRICK CARGO
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE			
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

3a Plan administrator's name and address ☒ Same as Plan Sponsor	3b Administrator's EIN 3c Administrator's telephone number
4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report: a Sponsor's name c Plan Name	4b EIN 4d PN
5 Total number of participants at the beginning of the plan year	5 2239
6 Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines 6a(1) , 6a(2) , 6b , 6c , and 6d). a(1) Total number of active participants at the beginning of the plan year a(2) Total number of active participants at the end of the plan year b Retired or separated participants receiving benefits c Other retired or separated participants entitled to future benefits d Subtotal. Add lines 6a(2) , 6b , and 6c e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits. f Total. Add lines 6d and 6e g(1) Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item) g(2) Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item) h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested.....	6a(1) 1642 6a(2) 1459 6b 19 6c 645 6d 2123 6e 10 6f 2133 6g(1) 2216 6g(2) 2111 6h 60
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	7

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

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

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

a Pension Schedules

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

b General Schedules

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

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

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

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

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

11c Enter the Receipt Confirmation Code for the 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 A (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Insurance Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ File as an attachment to Form 5500. ▶ Insurance companies are required to provide the information pursuant to ERISA section 103(a)(2).	OMB No. 1210-0110 2024 This Form is Open to Public Inspection
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For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024		
A Name of plan	B Three-digit plan number (PN)	001
MARY KAY INC. PROFIT SHARING AND 401(K) PLAN		
C Plan sponsor's name as shown on line 2a of Form 5500	D Employer Identification Number (EIN)	
MARY KAY INC. 75-1151701		

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

(a) Name of insurance carrier
NEW YORK LIFE INSURANCE COMPANY

(b) EIN	(c) NAIC code	(d) Contract or identification number	(e) Approximate number of persons covered at end of policy or contract year	Policy or contract year	
				(f) From	(g) To
13-5582869	66915	GA31564	352	01/01/2024	12/31/2024

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Part II Investment and Annuity Contract Information

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

4 Current value of plan's interest under this contract in the general account at year end	4	0
5 Current value of plan's interest under this contract in separate accounts at year end.....	5	22958045

6 Contracts With Allocated Funds:**a** State the basis of premium rates ▶**b** Premiums paid to carrier**6b****c** Premiums due but unpaid at the end of the year**6c****d** If the carrier, service, or other organization incurred any specific costs in connection with the acquisition or retention of the contract or policy, enter amount.**6d**

Specify nature of costs ▶

e Type of contract: (1) ☐ individual policies (2) ☐ group deferred annuity(3) ☐ other (specify) ▶**f** If contract purchased, in whole or in part, to distribute benefits from a terminating plan, check here ☐**7 Contracts With Unallocated Funds (Do not include portions of these contracts maintained in separate accounts)****a** Type of contract: (1) ☐ deposit administration (2) ☐ immediate participation guarantee(3) ☐ guaranteed investment (4) ☐ other ▶**b** Balance at the end of the previous year**7b****0****c** Additions: (1) Contributions deposited during the year**7c(1)**

(2) Dividends and credits.....

7c(2)

(3) Interest credited during the year.....

7c(3)

(4) Transferred from separate account

7c(4)

(5) Other (specify below).....

7c(5)

▶

(6) Total additions

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

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

7e(1)

(2) Administration charge made by carrier.....

7e(2)

(3) Transferred to separate account

7e(3)

(4) Other (specify below).....

7e(4)

▶

(5) Total deductions

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

Part III Welfare Benefit Contract Information

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

8 Benefit and contract type (check all applicable boxes)

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

9 Experience-rated contracts:

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

10 Nonexperience-rated contracts:

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

Part IV Provision of Information

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

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

SCHEDULE A (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Insurance Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ File as an attachment to Form 5500. ▶ Insurance companies are required to provide the information pursuant to ERISA section 103(a)(2).	OMB No. 1210-0110 2024 This Form is Open to Public Inspection
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For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024		
A Name of plan MARY KAY INC. PROFIT SHARING AND 401(K) PLAN	B Three-digit plan number (PN) ▶	001
C Plan sponsor's name as shown on line 2a of Form 5500 MARY KAY INC.	D Employer Identification Number (EIN) 75-1151701	

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

(a) Name of insurance carrier
EMPOWER ANNUITY INSURANCE COMPANY

(b) EIN	(c) NAIC code	(d) Contract or identification number	(e) Approximate number of persons covered at end of policy or contract year	Policy or contract year	
				(f) From	(g) To
06-1050034	93629	150161-01	453	01/01/2024	12/31/2024

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Part II Investment and Annuity Contract Information

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

4 Current value of plan's interest under this contract in the general account at year end	4	
5 Current value of plan's interest under this contract in separate accounts at year end.....	5	45992036

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

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

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

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

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

b Balance at the end of the previous year	7b	0
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c Additions: (1) Contributions deposited during the year	7c(1)		
(2) Dividends and credits.....	7c(2)		
(3) Interest credited during the year.....	7c(3)		
(4) Transferred from separate account	7c(4)		
(5) Other (specify below)..... ▶	7c(5)		

(6) Total additions	7c(6)	0
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d Total of balance and additions (add lines 7b and 7c(6))	7d	0
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e Deductions:			
(1) Disbursed from fund to pay benefits or purchase annuities during year	7e(1)		
(2) Administration charge made by carrier.....	7e(2)		
(3) Transferred to separate account	7e(3)		
(4) Other (specify below)..... ▶	7e(4)		

(5) Total deductions	7e(5)	0
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f Balance at the end of the current year (subtract line 7e(5) from line 7d).....	7f	0
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Part III Welfare Benefit Contract Information

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

8 Benefit and contract type (check all applicable boxes)

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

9 Experience-rated contracts:

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

10 Nonexperience-rated contracts:

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

Part IV Provision of Information

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

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

SCHEDULE C (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Service Provider Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110
		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 MARY KAY INC. PROFIT SHARING AND 401(K) PLAN	B Three-digit plan number (PN) ▶	001
C Plan sponsor's name as shown on line 2a of Form 5500 MARY KAY INC.	D Employer Identification Number (EIN) 75-1151701	

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

1 Information on Persons Receiving Only Eligible Indirect Compensation

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

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

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

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--

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--

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

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

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

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

LAZARD ASSET MANAGEMENT

13-5545100

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
27 50	INVESTMENT MANAGER	272689	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

COOKE & BEILER

23-3082822

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
27 50	INVESTMENT MANAGER	233099	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

EMPOWER RETIREMENT

8515 EAST ORCHARD ROAD
GREENWOOD VILLAGE, CO 80111

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
15	RECORDKEEPER	178024	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

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

LOOMIS, SAYLES & COMPANY, L.P.

PO BOX 7247-6804
PHILADELPHIA, PA 19170-6804

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
27 50	INVESTMENT MANAGER	153972	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

SAGE ADVISORY

74-2798841

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
27 50	INVESTMENT MANAGER	141075	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

FRONTIER CAPITAL MANAGEMENT

04-3492668

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
27 50	INVESTMENT MANAGER	103308	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

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

MORGAN STANLEY

12-2919773

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

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

WHITLEY PENN LLP

75-2393478

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
10	AUDITOR	40020	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

EMPOWER PLAN SERVICES, LLC

84-0467907

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
15 37 50 64	PLAN ADMINISTRATOR	19542	Yes ☒ No ☐	Yes ☒ No ☐	0	Yes ☒ No ☐

Part I Service Provider Information (continued)

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

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
EMPOWER PLAN SERVICES, LLC	63	0

(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.
AMERICAN FUNDS EUROPACIFIC GR R4 P.O. BOX 6007 INDIANAPOLIS, IL 46206	12B-1 FEE @ 0.25%

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
EMPOWER PLAN SERVICES, LLC	63	0

(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.
AMERICAN FUNDS WASHINGTON MUTUAL-A P.O. BOX 6040 INDIANAPOLIS, IN 46206	12B-1 FEE @ 0.25%

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

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

Part II Service Providers Who Fail or Refuse to Provide Information

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

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

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

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

SCHEDULE D (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration	DFE/Participating Plan Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110 2024 This Form is Open to Public Inspection.
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For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024		
A Name of plan MARY KAY INC. PROFIT SHARING AND 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 MARY KAY INC.	D Employer Identification Number (EIN) 75-1151701	

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: MELLON STABLE VALUE FUND			
b Name of sponsor of entity listed in (a): MELLON BANK			
c EIN-PN 11-3152987-000	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 2577382	
a Name of MTIA, CCT, PSA, or 103-12 IE: NEW YORK LIFE ANCHOR FD PSA 25			
b Name of sponsor of entity listed in (a): NEW YORK LIFE INSURANCE CO			
c EIN-PN 13-5582869-125	d Entity code P	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 22958045	
a Name of MTIA, CCT, PSA, or 103-12 IE: CIF II INTERNATIONAL QUALITY GROWTH			
b Name of sponsor of entity listed in (a): WELLINGTON TRUST COMPANY			
c EIN-PN 04-6913417-153	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 25986669	
a Name of MTIA, CCT, PSA, or 103-12 IE: INTERCONTINENTAL ENHANCED CORE U.S.			
b Name of sponsor of entity listed in (a): GLOBAL TRUST COMPANY			
c EIN-PN 35-7161136-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 11382132	
a Name of MTIA, CCT, PSA, or 103-12 IE: BGO DAILY VALUE FUND			
b Name of sponsor of entity listed in (a): NEWTOWER TRUST COMPANY			
c EIN-PN 83-6177544-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 11174466	
a Name of MTIA, CCT, PSA, or 103-12 IE: LORD ABBETT SMALLCAP GR EQ TRUST II			
b Name of sponsor of entity listed in (a): GREAT GRAY TRUST COMPANY, LLC			
c EIN-PN 38-4139856-634	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 12608507	
a Name of MTIA, CCT, PSA, or 103-12 IE: TCW MULTIPLE INVESTMENT TRUST			
b Name of sponsor of entity listed in (a): SEI TRUST COMPANY			
c EIN-PN 26-3015340-030	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 26498173	

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

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

c EIN-PN 82-6571037-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 25236672
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a Name of MTIA, CCT, PSA, or 103-12 IE: **LARGE CAP GROWTH / JPMORGAN**

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

c EIN-PN 06-1050034-141	d Entity code P	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 45992036
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a Name of MTIA, CCT, PSA, or 103-12 IE: **COOKE&BIELER MASTER COL INVST TRUST**

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

c EIN-PN 93-4405470-177	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 51415561
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a Name of MTIA, CCT, PSA, or 103-12 IE:

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

SCHEDULE H (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Financial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110
		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 MARY KAY INC. PROFIT SHARING AND 401(K) PLAN	B Three-digit plan number (PN) ▶ 001
C Plan sponsor's name as shown on line 2a of Form 5500 MARY KAY INC.	D Employer Identification Number (EIN) 75-1151701

Part I	Asset and Liability Statement		
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)	7965587	7850667
(2) Participant contributions.....	1b(2)		
(3) Other	1b(3)	3931224	3879945
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)	18041875	14219489
(2) U.S. Government securities	1c(2)	69223693	71431808
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)	15819661	21251539
(B) All other	1c(3)(B)	57535688	60007294
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)		
(B) Common	1c(4)(B)	89665190	35850642
(5) Partnership/joint venture interests	1c(5)		
(6) Real estate (other than employer real property)	1c(6)		
(7) Loans (other than to participants)	1c(7)		
(8) Participant loans	1c(8)	6191083	6160928
(9) Value of interest in common/collective trusts	1c(9)	116469268	166398153
(10) Value of interest in pooled separate accounts	1c(10)	64539270	68950081
(11) Value of interest in master trust investment accounts	1c(11)		
(12) Value of interest in 103-12 investment entities	1c(12)		
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)	318966218	336676258
(14) Value of funds held in insurance company general account (unallocated contracts).....	1c(14)	0	0
(15) Other.....	1c(15)	462950	0

1d Employer-related investments:		(a) Beginning of Year	(b) End of Year
(1) Employer securities.....	1d(1)		
(2) Employer real property.....	1d(2)		
e Buildings and other property used in plan operation.....	1e		
f Total assets (add all amounts in lines 1a through 1e).....	1f	768811707	792676804
Liabilities			
g Benefit claims payable.....	1g		
h Operating payables.....	1h	325118	295406
i Acquisition indebtedness.....	1i		
j Other liabilities.....	1j	3162020	2435466
k Total liabilities (add all amounts in lines 1g through 1j).....	1k	3487138	2730872
Net Assets			
l Net assets (subtract line 1k from line 1f).....	1l	765324569	789945932

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)	7850667	
(B) Participants.....	2a(1)(B)	14044963	
(C) Others (including rollovers).....	2a(1)(C)	1168374	
(2) Noncash contributions.....	2a(2)		
(3) Total contributions. Add lines 2a(1)(A) , (B) , (C) , and line 2a(2)	2a(3)		23064004
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit).....	2b(1)(A)	852569	
(B) U.S. Government securities.....	2b(1)(B)	2808882	
(C) Corporate debt instruments.....	2b(1)(C)	3563051	
(D) Loans (other than to participants).....	2b(1)(D)		
(E) Participant loans.....	2b(1)(E)	470814	
(F) Other.....	2b(1)(F)		
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		7695316
(2) Dividends: (A) Preferred stock.....	2b(2)(A)		
(B) Common stock.....	2b(2)(B)	1391883	
(C) Registered investment company shares (e.g. mutual funds).....	2b(2)(C)	13389202	
(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)		14781085
(3) Rents.....	2b(3)		
(4) Net gain (loss) on sale of assets: (A) Aggregate proceeds.....	2b(4)(A)	5777564	
(B) Aggregate carrying amount (see instructions).....	2b(4)(B)		
(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result.....	2b(4)(C)		5777564
(5) Unrealized appreciation (depreciation) of assets: (A) Real estate.....	2b(5)(A)	2882245	
(B) Other.....	2b(5)(B)		
(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B)	2b(5)(C)		

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts	2b(6)		13173051
(7) Net investment gain (loss) from pooled separate accounts	2b(7)		13428544
(8) Net investment gain (loss) from master trust investment accounts	2b(8)		
(9) Net investment gain (loss) from 103-12 investment entities	2b(9)		
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		40081978
c Other income	2c		152445
d Total income. Add all income amounts in column (b) and enter total	2d		121036232

Expenses

e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	95053112	
(2) To insurance carriers for the provision of benefits	2e(2)		
(3) Other	2e(3)		
(4) Total benefit payments. Add lines 2e(1) through (3)	2e(4)		95053112
f Corrective distributions (see instructions)	2f		
g Certain deemed distributions of participant loans (see instructions)	2g		49990
h Interest expense	2h		
i Administrative expenses:			
(1) Salaries and allowances	2i(1)		
(2) Contract administrator fees	2i(2)	127123	
(3) Recordkeeping fees	2i(3)	194563	
(4) IQPA audit fees	2i(4)	40020	
(5) Investment advisory and investment management fees	2i(5)	810411	
(6) Bank or trust company trustee/custodial fees	2i(6)		
(7) Actuarial fees	2i(7)		
(8) Legal fees	2i(8)		
(9) Valuation/appraisal fees	2i(9)		
(10) Other trustee fees and expenses	2i(10)		
(11) Other expenses	2i(11)	139650	
(12) Total administrative expenses. Add lines 2i(1) through (11)	2i(12)		1311767
j Total expenses. Add all expense amounts in column (b) and enter total	2j		96414869

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d	2k		24621363
l Transfers of assets:			
(1) To this plan	2l(1)		
(2) From this plan	2l(2)		

Part III Accountant's Opinion

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

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

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

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

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

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

(1) Name: **WHITLEY PENN LLP**

(2) EIN: **75-2393478**

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

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

Part IV Compliance Questions

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

During the plan year:

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

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

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

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

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

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

SCHEDULE R (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation		Retirement Plan Information This schedule is required to be filed under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500.		OMB No. 1210-0110 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 MARY KAY INC. PROFIT SHARING AND 401(K) PLAN				B Three-digit plan number (PN) ▶	001
C Plan sponsor's name as shown on line 2a of Form 5500 MARY KAY INC.				D Employer Identification Number (EIN) 75-1151701	
Part I Distributions					
All references to distributions relate only to payments of benefits during the plan year.					
1 Total value of distributions paid in property other than in cash or the forms of property specified in the instructions.....				1	0
2 Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits): EIN(s): 84-1544663					
Profit-sharing plans, ESOPs, and stock bonus plans, skip line 3.					
3 Number of participants (living or deceased) whose benefits were distributed in a single sum, during the plan year				3	
Part II Funding Information (If the plan is not subject to the minimum funding requirements of section 412 of the Internal Revenue Code or ERISA section 302, skip this Part.)					
4 Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)? ☐ Yes ☐ No ☐ N/A					
If the plan is a defined benefit plan, go to line 8.					
5 If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instructions and enter the date of the ruling letter granting the waiver. Date: Month _____ Day _____ Year _____					
If you completed line 5, complete lines 3, 9, and 10 of Schedule MB and do not complete the remainder of this schedule.					
6 a Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived)				6a	
b Enter the amount contributed by the employer to the plan for this plan year				6b	
c Subtract the amount in line 6b from the amount in line 6a. Enter the result (enter a minus sign to the left of a negative amount).....				6c	
If you completed line 6c, skip lines 8 and 9.					
7 Will the minimum funding amount reported on line 6c be met by the funding deadline? ☐ Yes ☐ No ☐ N/A					
8 If a change in actuarial cost method was made for this plan year pursuant to a revenue procedure or other authority providing automatic approval for the change or a class ruling letter, does the plan sponsor or plan administrator agree with the change? ☐ Yes ☐ No ☐ N/A					
Part III Amendments					
9 If this is a defined benefit pension plan, were any amendments adopted during this plan year that increased or decreased the value of benefits? If yes, check the appropriate box. If no, check the "No" box..... ☐ Increase ☐ Decrease ☐ Both ☐ No					
Part IV ESOPs (see instructions). If this is not a plan described under section 409(a) or 4975(e)(7) of the Internal Revenue Code, skip this Part.					
10 Were unallocated employer securities or proceeds from the sale of unallocated securities used to repay any exempt loan? ☐ Yes ☐ No					
11 a Does the ESOP hold any preferred stock? ☐ Yes ☐ No					
b If the ESOP has an outstanding exempt loan with the employer as lender, is such loan part of a "back-to-back" loan? (See instructions for definition of "back-to-back" loan.) ☐ Yes ☐ No					
12 Does the ESOP hold any stock that is not readily tradable on an established securities market? ☐ Yes ☐ No					
For Paperwork Reduction Act Notice, see the Instructions for Form 5500.				Schedule R (Form 5500) 2024 v. 240311	

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

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

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

14a

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

14b

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

14c

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

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

15a

b The corresponding number for the second preceding plan year.....

15b

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

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

16a

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

16b

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

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

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

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

a Enter the percentage of plan assets held as:

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

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

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

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

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

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

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

☐ Yes.

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

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

☐ No. Other. Provide explanation.....

Part VII IRS Compliance Questions

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

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

☐ Design-based safe harbor method

☒ "Prior year" ADP test

☐ "Current year" ADP test

☐ N/A

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

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

**FINANCIAL STATEMENTS
AND SUPPLEMENTAL SCHEDULES**

**Years Ended December 31, 2024 and 2023
with Report of Independent Auditors**

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

**FINANCIAL STATEMENTS
AND SUPPLEMENTAL SCHEDULES**

Years Ended December 31, 2024 and 2023

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REPORT OF INDEPENDENT AUDITORS

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

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

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

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

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

Opinion

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

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

Basis for Opinion

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

Responsibilities of Management for the Financial Statements

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

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

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

Auditor’s Responsibilities for the Audit of the Financial Statements

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

In performing an audit in accordance with GAAS, we:

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

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

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

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

Other Matter - Supplemental Schedules Required by ERISA

The supplemental schedules of Form 5500, Schedule H, Line 4i – Schedule of Assets (Held at End of Year) and Form 5500, Schedule H, Line 4j – Schedule of Reportable Transactions as of or for the year ended December 31, 2024, are presented for the purpose of additional analysis and are not a required part of the financial statements but are supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements.

The information included in the supplemental schedules, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS. For information included in the supplemental schedules that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

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

In our opinion:

- the form and content of the supplemental schedules, other than the information in the supplemental schedules that agreed to or is derived from the certified investment information, are presented, in all material respects, in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.
- the information in the supplemental schedules related to assets held and certified by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103 (a)(3)(C).

Whitley Penn LLP

Dallas, Texas
August 20, 2025

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

STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS

	December 31,	
	2024	2023
Assets		
Investments, at fair value	\$ 774,785,265	\$ 750,724,380
Receivables:		
Employer	7,850,667	7,965,587
Notes receivable from participants	6,520,194	6,555,634
Interest and dividends receivable	2,306,950	1,576,280
Due from broker for securities sold	1,572,994	2,354,375
Total receivables	<u>18,250,805</u>	<u>18,451,876</u>
Total assets	793,036,070	769,176,256
Liabilities		
Due to broker for securities purchased	2,435,466	3,162,020
Accrued expenses	295,406	325,118
Total liabilities	<u>2,730,872</u>	<u>3,487,138</u>
Net assets available for benefits	<u><u>\$ 790,305,198</u></u>	<u><u>\$ 765,689,118</u></u>

See accompanying notes to financial statements.

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

STATEMENTS OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS

	Year Ended December 31, 2024	2023
Additions to Net Assets		
Investment income:		
Net realized and unrealized gains on investments	\$ 74,139,180	\$ 88,760,402
Interest and dividends	22,912,005	18,621,494
Total investment income	97,051,185	107,381,896
Less investment expenses	810,411	866,949
Net investment income	96,240,774	106,514,947
Other income	376,463	166,544
Interest income from notes receivable from participants	482,972	373,081
Contributions:		
Participant	14,044,963	14,611,654
Rollover	1,168,374	387,819
Employer	7,850,667	7,965,587
Total contributions	23,064,004	22,965,060
Total additions to net assets	120,164,213	130,019,632
Deductions from Net Assets		
Benefits paid to participants	95,053,112	76,713,227
Administrative expenses	495,021	544,888
Total deductions from net assets	95,548,133	77,258,115
Net increase in net assets available for benefits	24,616,080	52,761,517
Net assets available for benefits at beginning of year	765,689,118	712,927,601
Net assets available for benefits at end of year	<u>\$ 790,305,198</u>	<u>\$ 765,689,118</u>

See accompanying notes to financial statements.

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

NOTES TO FINANCIAL STATEMENTS

December 31, 2024 and 2023

A. Description of the Plan

General

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

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

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

Participants that are employed and have reached 59 ½, may withdraw all or any portion of the participant’s vested account balance at any time, but no more frequently than once during the Plan year. Terminated employees can also request a partial withdrawal or installment payment.

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

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

NOTES TO FINANCIAL STATEMENTS (*continued*)

A. Description of the Plan – continued

Contributions

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

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

The Company makes profit sharing contributions at the discretion of the Board of Directors which are maintained in nonparticipant directed funds. In 2024 and 2023 the profit-sharing contribution was 5% of participants’ eligible earnings. The maximum aggregate contribution to the Plan is limited to the Company’s allowable deduction for federal income tax purposes.

In addition to the profit-sharing contribution, the Company may elect to make matching contributions of \$100 to certain participants who contributed a minimum of 1% of their eligible earnings during the Plan year. In 2024 and 2023, the Company contributed in the aggregate \$117,600 and \$125,900, respectively, to the accounts of such contributing participants. These contributions are allocated to each participant’s account based on investment elections.

Participant Accounts

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

For 2024 and 2023, the annual contribution and other additions to a participant’s account may not exceed the lesser of 100% of the participant’s compensation or \$69,000 and \$66,000, respectively.

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

NOTES TO FINANCIAL STATEMENTS *(continued)*

A. Description of the Plan – continued

Vesting

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

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

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

Notes Receivable from Participants

Participants may borrow from their 401(k) fund accounts a minimum of \$1,000 up to a maximum amount equal to the lesser of \$50,000 or 50% of their account balance. Loan terms range up to five years. The loans are secured by the balance in the participant's account and bear interest at a rate of prime plus 1%. As of December 31, 2024 and 2023, outstanding loans have an interest rate range of 4.25% to 9.50%. Principal and interest are paid ratably through payroll deductions.

Benefit Payments

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

Forfeitures

Unallocated forfeited accounts totaled \$1,557,182 and \$1,380,280 at December 31, 2024 and 2023, respectively, which were available to offset the current year employer contributions. These accounts are first used to restore previously forfeited amounts by eligible employees upon rehire and reinstatement to the Plan in accordance with Plan provisions. The remaining forfeited amounts are allocated to eligible participants in the same manner as employer contributions each year, at the discretion of the Plan Sponsor. At the discretion of the Plan Sponsor, forfeitures may be used to offset current year employer contributions. In 2024 and 2023, \$488,034 and \$721,494, respectively, were used to offset employer contributions.

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

NOTES TO FINANCIAL STATEMENTS *(continued)*

A. Description of the Plan – continued

Investment Options

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

Plan Expenses

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

Asset Transfers to/from the Stable Value Fund

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

B. Summary of Significant Accounting Policies

Basis of Accounting

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

Use of Estimates

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

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

NOTES TO FINANCIAL STATEMENTS (*continued*)

B. Summary of Significant Accounting Policies – continued

Contributions

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

Investment Valuation and Income

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

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

Notes Receivable from Participants

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

Payment of Benefits

Benefits are recorded when paid.

Risks and Uncertainties

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

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

NOTES TO FINANCIAL STATEMENTS (*continued*)

C. Fair Value Measurements

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

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

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

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

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

NOTES TO FINANCIAL STATEMENTS (*continued*)

C. Fair Value Measurements – continued

- *Other Investments:* Include high grade U.S. municipal bonds. The fair values of these securities are obtained from pricing services engaged by the Custodian and are determined by pricing systems. The securities were evaluated using terms and conditions from a municipal descriptive database. Evaluators apply this information to bond sectors and individual bond evaluations are then extrapolated. Market inputs used in the evaluation process include all or some of the following: current trades, trading spreads, bid-wanted lists, offerings, quotes for active issues, along with general information on market movement, direction, trends, and specific data on specialty issues. Other investments are classified within Level 2 of the valuation hierarchy.
- *Pooled Separate Accounts:* The Plan invests in two pooled separate accounts with the objective of preserving principal and generating a stable rate of return.

The New York Life Anchor Account III Stable Value Fund invests in a diversified portfolio of corporate bonds, commercial mortgage-backed securities, mortgage back securities, asset-backed securities, collateralized mortgage obligations, U.S. Treasuries, guaranteed investment contracts, and cash. The fair value of the New York Life Anchor Account III Stable Value Fund is determined by the fair value of the fund's investment in externally managed stable value commingled investment funds provided to the fund by external managers of these funds. The pooled separate account is classified within Level 2 of the valuation hierarchy.

The Large Cap Growth JPMorgan Investment Management Fund invests in a diversified portfolio of common corporate stocks and cash. The fair value of the Large Cap Growth JPMorgan Investment Management Fund is determined by the fair value of the fund's investment in externally managed stable value commingled investment funds provided to the fund by external managers of these funds. The pooled separate account is classified within Level 2 of the valuation hierarchy.

- *Interest-bearing Cash:* The Plan invests in money market funds that are valued based on the short-term cash component as of the measurement date and classified within Level 1 of the valuation hierarchy.
- *Common/collective Trust Funds:* The Plan invests in common/collective trust funds with the objective of preserving principal and generating a stable rate of return. The common/collective trust funds are valued at the NAV of units of the stable value funds. Since the NAV is used as a practical expedient to estimate fair value, these funds are not classified in the fair value hierarchy. This practical expedient would not be used if it is determined to be probable that the funds will sell the investment for an amount different from the reported NAV. Participant transactions (purchases and sales) may occur daily.

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

NOTES TO FINANCIAL STATEMENTS (continued)

C. Fair Value Measurements – continued

There have been no changes in the methodologies used at December 31, 2024 and 2023. The following table details the Plan's investments at fair value by level, within the fair value hierarchy, as of December 31, 2024 and 2023. The Plan has no assets classified within Level 3 of the valuation hierarchy.

	2024		
	Level 1	Level 2	Total
Corporate stocks	\$ 35,850,642	\$ -	\$ 35,850,642
Registered investment companies	336,676,258	-	336,676,258
U.S. Government securities	-	71,205,123	71,205,123
Corporate debt instruments	-	81,007,774	81,007,774
Pooled separate accounts	-	68,950,081	68,950,081
Interest-bearing cash	14,215,825	-	14,215,825
Total investments in the fair value hierarchy	<u>\$386,742,725</u>	<u>\$221,162,978</u>	607,905,703
Investments measured at NAV ^(a)			<u>166,879,562</u>
Total investments at fair value			<u>\$774,785,265</u>

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

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

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

NOTES TO FINANCIAL STATEMENTS *(continued)*

C. Fair Value Measurements – continued

These items are classified in their entirety based on the lowest priority level of input that is significant to the fair value measurement. The assessment of the significance of a particular input to the fair value measurement requires judgment and may affect the placement of assets and liabilities within the levels of the fair value hierarchy.

The following table summarizes investments for which fair value is measured using the NAV per share practical expedient as of December 31, 2024 and 2023, respectively. There are no participant redemption restrictions for these investments; the redemption notice period is applicable only to the Plan.

2024				
Investment	Fair Value	Unfunded Commitments	Redemption Frequency (If Currently Eligible)	Redemption Notice Period
Mellon Stable Value Fund	\$ 2,577,382	N/A	Daily	12 months
Wellington Trust Company International	\$ 25,986,669	N/A	Daily	Daily
Intercontinental Enhanced Core U.S. Real Estate Income Fund	\$ 11,382,132	N/A	Daily	Quarterly
BGO Daily Value Fund	\$ 11,174,466	N/A	Daily	Quarterly
TCW Concentrated Core Fund	\$ 26,498,173	N/A	Daily	Daily
Wedge SMID Cap Value CIT	\$ 25,236,672	N/A	Daily	Full: 30 days Partial: Daily
Lord Abbett Small Cap Growth Equity Trust II	\$ 12,608,507	N/A	Daily	5 business days
Cooke & Bieler Large Cap Value CIT	\$ 51,415,561	N/A	Daily	5 business days

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

NOTES TO FINANCIAL STATEMENTS (continued)

C. Fair Value Measurements – continued

2023				
Investment	Fair Value	Unfunded Commitments	Redemption Frequency (If Currently Eligible)	Redemption Notice Period
Mellon Stable Value Fund	\$ 3,391,216	N/A	Daily	12 months
Wellington Trust Company International	\$ 26,140,358	N/A	Daily	Daily
Intercontinental Enhanced Core U.S. Real Estate Income Fund	\$ 10,239,762	N/A	Daily	Quarterly
BGO Daily Value Fund	\$ 9,678,381	N/A	Daily	Quarterly
TCW Concentrated Core Fund	\$ 27,416,917	N/A	Daily	Daily
Wedge SMID Cap Value CIT	\$ 27,329,500	N/A	Daily	Full: 30 days Partial: Daily
Lord Abbett Small Cap Growth Equity Trust II	\$ 12,892,487	N/A	Daily	5 business days

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

NOTES TO FINANCIAL STATEMENTS (continued)

D. Nonparticipant-directed Investments

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

	2024	2023
Assets		
Investments, at fair value:		
Corporate stock, common	\$ 35,850,642	\$ 89,665,190
U.S. Government securities	71,205,123	68,944,383
Corporate debt instruments	81,007,774	73,017,050
Registered investment companies	80,802,995	81,819,484
Interest-bearing cash	14,215,825	18,040,130
Common collective trust	164,302,180	113,697,405
Other investments	-	463,518
Total investments at fair value	<u>447,384,539</u>	<u>445,647,160</u>
Receivables:		
Employer	7,733,067	7,839,687
Interest and dividends receivable	2,306,950	1,576,280
Due from broker for securities sold	1,572,994	2,354,375
Total receivables	<u>11,613,016</u>	<u>11,770,342</u>
Total assets	458,997,550	457,417,502
Liabilities		
Due to broker for securities purchased	2,435,466	3,162,020
Accrued expenses	295,406	325,118
	<u>2,730,872</u>	<u>3,487,138</u>
Net assets available for benefits	<u>\$456,266,678</u>	<u>\$453,930,364</u>

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

NOTES TO FINANCIAL STATEMENTS *(continued)*

D. Nonparticipant-directed Investments – continued

	<u>2024</u>	<u>2023</u>
Additions to Net Assets		
Investment income:		
Net realized and unrealized gains on investments	\$ 48,850,889	\$ 57,596,070
Total investment income	48,850,889	57,596,070
Employer contributions	8,439,991	8,340,179
Total additions to net assets	57,290,880	65,936,249
Deductions from Net Assets		
Benefits paid to participants	52,425,789	42,386,680
Administrative expenses	17,827	18,607
Interfund transfers, net	2,510,950	4,835,258
Total deductions from net assets	54,954,566	47,240,545
Net increase in net assets available for benefits	2,336,314	18,695,704
Net assets available for benefits at beginning of year	453,930,364	435,234,660
Net assets available for benefits at end of year	<u>\$ 456,266,678</u>	<u>\$ 453,930,364</u>

E. Certified Investments

Certain information related to investments and notes receivable from participants disclosed in the accompanying financial statements and ERISA-required supplemental schedules, including investments and notes receivable from participants held at December 31, 2024 and 2023, and net appreciation (depreciation) in fair value of investments, interest and dividends, and interest income on notes receivable from participants for the years ended December 31, 2024 and 2023, was obtained by management and agreed to or derived from information certified as complete and accurate by the custodians of the Plan.

F. Tax Status

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

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

NOTES TO FINANCIAL STATEMENTS *(continued)*

F. Tax Status – continued

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

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

G. Plan Termination

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

H. Parties-in-Interest Transactions

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

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

I. Reconciliation of Financial Statements to Form 5500

The following is a reconciliation of net assets available for benefits as of December 31, 2024 and 2023, per the accompanying financial statements to the Form 5500:

	<u>2024</u>	<u>2023</u>
Net assets available for benefits per the financial statements	\$790,305,198	\$765,689,118
Deemed distributed loans per the Form 5500	<u>(359,266)</u>	<u>(364,549)</u>
Net assets available for benefits per the Form 5500	<u><u>\$789,945,932</u></u>	<u><u>\$765,324,569</u></u>

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

NOTES TO FINANCIAL STATEMENTS *(continued)*

I. Reconciliation of Financial Statements to Form 5500 – continued

The following is a reconciliation of the net increase in assets available for benefits for the years ended December 31, 2024 and 2023, per the accompanying financial statements to the Form 5500:

	<u>2024</u>	<u>2023</u>
Net increase in assets available for benefits per the financial statements	\$ 24,616,080	\$ 52,761,517
Change in deemed distributed loans per the Form 5500	<u>5,283</u>	<u>21,914</u>
Net increase in net assets available for benefits per the Form 5500	<u>\$ 24,621,363</u>	<u>\$ 52,783,431</u>

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

J. Subsequent Events

In preparing the accompanying financial statements, management of the Company has evaluated all subsequent events and transactions for potential recognition or disclosure through August 20, 2025, the date the financial statements were available for issuance.

On July 31, 2025, the committee increased the pre-tax annual compensation limit from 30% to 70% per participant.

SUPPLEMENTAL SCHEDULES

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

As of December 31, 2024

EIN: 75-1151701
Plan #: 001

(a) Party In Interest**	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment (shares)	(d) Cost*	(e) Current Value
	Collective Trust			
	BENEFITS TRUST BGO DAILY VALUE FUND 0	874,618	\$ 12,878,836	\$ 11,174,466
	COOKE & BIELER LARGE CAP VALUE CIT 0	4,778,398	52,755,301	51,415,561
	INTERCONTINENTAL REAL ESTATE ENHANCED CORE US RE INCOME FD 0	947,490	13,550,000	11,382,132
	WEDGE CAPITAL SMID CAP VALUE FUND CLASS C 0	1,747,692	20,491,913	25,236,672
	TCW CONCENTRATED CORE FUND CL B 0	426,633	14,718,328	26,498,173
	WELLINGTON TRUST COMPANY INTERNATIONAL QUALITY GROTH C 0	1,507,347	21,917,322	25,986,669
	LORD ABBETT SMALL CAP GROWTH EQ TR II CL.R 0	1,544,857	9,809,711	12,608,507
	7-Eleven Inc, 0.95%, due 2/10/2026		*	2,186
	AEP Texas Restoration Funding LLC, 2.06%, due 2/1/2027		*	262
	AerCap Ireland Capital DAC / AerCap Global Aviation Trust, 1.75%, due 1/30/2026		*	876
	AerCap Ireland Capital DAC / AerCap Global Aviation Trust, 2.45%, due 10/29/2026		*	1,394
	Air Lease Corp, 1.88%, due 8/15/2026		*	2,037
	Air Lease Corp, 2.88%, due 1/15/2026		*	618
	Alexandria Real Estate Equities Inc., 3.80%, due 4/15/2026		*	1,026
	Ameren Corp, 1.95%, due 3/15/2027		*	2,278
	American Electric Power, 2.30%, due 03/01/2030		*	694
	American Intl Group, 3.90%, due 4/1/2026		*	980
	American Heritage Auto Receivables Trust, 4.90%, due 9/17/2029		*	389
	American Tower Corp, 5.25%, due 7/15/2028		*	1,430
	AmeriCredit Automobile Receivables Trust, 4.81%, due 4/18/2028		*	927
	Amgen, Inc., 2.20%, due 2/21/2027		*	1,075
	Amur Equipment Finance Receivables XI LLC, 5.30%, due 6/21/2028		*	111
	Anglo American Capital PLC, 2.63%, due 9/10/2030		*	944
	Apple Inc, 1.13%, due 5/11/2025		*	593
	ASB Bank Ltd, 1.63%, due 10/22/2026		*	2,440
	AT&T Inc, 4.30%, due 2/15/2030		*	1,889
	AutoZone Inc, 3.75%, due 4/18/2029		*	921
	Auxilior Term Funding LLC, 5.49%, due 7/15/2031		*	243
	Avalonbay Communities, 3.30%, due 6/1/2029		*	845
	Bacardi Ltd. / Bacardi-Martini BV, 5.25%, due 1/15/2029		*	1,728
	Baker Hughes Holdings LLC / Baker Hughes Co-Obligor Inc, 2.06%, due 12/15/2026		*	1,120
	Ballyrock CLO 23 Ltd., 6.61%, due 4/25/2036		*	2,433
	BANK 2020-BNK25, 2.61%, due 1/15/2063		*	2,526
	BANK 2021-BNK37, 2.51%, due 11/15/2064		*	2,526
	BANK, 5.66%, due 2/15/2056		*	1,887
	BANK, 6.05%, due 5/15/2057		*	2,239
	Bank of America Corp, 2.88%, due 10/22/2030		*	795
	Bank of America Corp, 3.42%, due 12/20/2028		*	2,026
	Bank of America Merrill Lynch Commercial Mortgage Trust, 3.57%, due 2/15/2050		*	1,355
	Barclays PLC, 5.30%, due 8/9/2026		*	490
	BAT International Finance PLC, 5.93%, due 2/2/2029		*	1,238
	Bayer US Finance LLC, 6.13%, due 11/21/2026		*	679
	BBCMS Mortgage Trust 2020-C8, 2.04%, due 10/15/2053		*	1,370
	BBCMS Mortgage Trust, 5.50%, due 12/15/2055		*	5,553
	Benchmark Mortgage Trust, 2.79%, due 12/15/2062		*	3,888
	Benchmark Mortgage Trust, 5.42%, due 11/15/2057		*	907
	Bio-Rad Laboratories, Inc., 3.30%, due 3/15/2027		*	279
	BlackRock 1-3 Year Credit Bond Index Non-Lendable Fund		*	244,928
	BlackRock 1-3 Year Government Bond Index Fund		*	165,138
	BlackRock Asset-Backed Securities Index Fund		*	113,585
	BlackRock Commercial Mortgage-Backed Securities Index Fund		*	44,418
	BlackRock Intermediate Government/Credit Bond Index Fund		*	54
	BlackRock Mortgage-Backed Securities Index Fund		*	142,170
	BMO Mortgage Trust, 5.33%, due 9/15/2054		*	2,663
	BMO Mortgage Trust, 6.05%, due 5/15/2057		*	2,100
	BMW Vehicle Owner Trust, 3.21%, due 8/25/2026		*	224
	BNP Paribas SA, 1.68%, due 6/30/207		*	970
	BP Capital Markets America Inc, 1.75%, due 8/10/2030		*	920
	Broadcom Inc, 3.42%, due 4/15/2033		*	1,967
	Capital One Financial Corp, 3.75%, due 3/9/2027		*	1,184
	Capital One Multi-Asset Execution Trust, 3.49%, due 5/15/2027		*	8,009
	CarMax Auto Owner Trust, 2023-3, 5.28%, due 5/15/2028		*	361
	CarMax Auto Owner Trust, 2024-3, 4.89%, due 7/16/2029		*	468
	Carrier Global Corp, 2.24%, due 2/15/2025		*	867
	Cash		*	3,664
	CD Mortgage Trust, 3.25%, due 11/10/2049		*	3,485
	CIFC Funding 2022-III Ltd., 6.03%, due 4/21/2035		*	2,429
	Citigroup Commerical Mortgage Trust 2016-P6, 3.51%, due 12/10/2049		*	458
	Citigroup Commerical Mortgage Trust 2020-GC46, 2.71%, due 2/15/2053		*	437
	Citigroup Commercial Mortgage Trust, 2.45%, due 7/10/2049		*	1,613
	Citigroup Commerical Mortgage Trust, 3.21%, due 10/12/2050		*	1,130
	Citigroup Inc, 2.67%, due 1/29/2031		*	698
	Citizens Bank NA, 2.25%, 4/28/2025		*	597

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

As of December 31, 2024

EIN: 75-1151701
Plan #: 001

(a) Party In Interest**	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment (shares)	(d) Cost*	(e) Current Value
	CNH Equipment Trust, 2.94%, due 7/15/2027		*	\$ 2,949
	CNH Equipment Trust, 3.89%, due 8/16/2027		*	499
	CNH Equipment Trust, 5.19%, due 9/17/2029		*	804
	CNH Industrial Capital LLC, 5.10%, due 4/20/2029		*	872
	COMM 2019-GC44 MTG TR, 2.83%, due 8/15/2057		*	1,318
	Connecticut GO Bonds, 2.10%, due 7/1/2025		*	180
	Cooperatieve Rabobank UA, 1.34%, due 6/24/2026		*	1,037
	Cousins Properties LP, 5.38%, due 2/15/2032		*	375
	Crown Castle Intl Corp, 1.35%, due 7/15/2025		*	757
	Crown Castle Intl Corp, 3.30%, due 7/1/2030		*	887
	CSAIL 2019-C18 COML, 2.84%, due 12/15/2052		*	321
	CSX Corp, 3.35%, due 11/1/2025		*	800
	CVS Health Corp, 2.13%, due 9/15/2031		*	919
	CVS Health Corp, 4.30%, due 3/25/2028		*	975
	DBJPM Mortgage Trust, 3.07%, due 6/10/2050		*	4,255
	Danske Bank, 5.71%, due 3/1/2030		*	1,237
	Discover Card Execution Note Trust, 1.96%, due 2/15/2027		*	3,982
	Discover Card Execution Note Trust, 3.32%, due 5/15/2027		*	1,261
	Discover Card Execution Note Trust, 3.56%, due 7/15/2027		*	5,469
	Discover Financial Services, 4.10%, due 2/9/2027		*	598
	Drive Auto Receivables Trust, 5.31%, due 1/16/2029		*	968
	Enbridge Inc, 3.13%, due 11/15/2029		*	540
	Energy Transfer Partners LP, 4.20%, due 4/15/2027		*	322
	Energy Transfer Partners LP, 5.55%, due 2/15/2028		*	1,287
	Enterprise Fleet Financing 2021-3 LLC, 1.22%, due 8/20/2027		*	1,180
	Enterprise Products Operating LLC, 5.05%, due 1/10/2026		*	649
	Equinix Inc, 1.45%, due 5/15/2026		*	1,033
	Exelon Corp, 4.05%, due 4/15/2030		*	922
	Exeter Automobile Receivables Trust, 4.45%, due 3/15/2028		*	242
	Exeter Automobile Receivables Trust, 6.06%, due 9/15/2026		*	21
	Extra Space Storage LP, 3.50%, due 7/1/2026		*	1,580
	Extra Space Storage LP, 5.70%, due 4/1/2028		*	357
	Federal Home Loan Mortgage Corporation Multifamily Structured, 2.92%, due 1/25/2026		*	2,983
	Federal Home Loan Mortgage Corporation Multifamily Structured, 4.68%, due 10/25/2031		*	990
	Federal Home Loan Mortgage Corporation Pool, 2.50%, due 5/1/2050		*	780
	Federal Home Loan Mortgage Corporation Pool, 2.50%, due 9/1/2050		*	954
	Federal Home Loan Mortgage Corporation Pool, 2.50%, due 9/1/2050		*	1,026
	Federal Home Loan Mortgage Corporation Pool, 3.00%, due 7/1/2029		*	162
	Federal Home Loan Mortgage Corporation Pool, 3.00%, due 6/1/2031		*	182
	Federal Home Loan Mortgage Corporation Pool, 3.00%, due 6/1/2033		*	458
	Federal Home Loan Mortgage Corporation Pool, 3.00%, due 12/1/2033		*	234
	Federal Home Loan Mortgage Corporation Pool, 3.00%, due 10/1/2049		*	327
	Federal Home Loan Mortgage Corporation Pool, 3.00%, due 4/1/2050		*	643
	Federal Home Loan Mortgage Corporation Pool, 3.00%, due 9/1/2050		*	584
	Federal Home Loan Mortgage Corporation Pool, 3.15%, due 7/1/2047		*	180
	Federal Home Loan Mortgage Corporation Pool, 3.50%, due 10/1/2049		*	400
	Federal Home Loan Mortgage Corporation Pool, 3.50%, due 1/1/2050		*	127
	Federal Home Loan Mortgage Corporation Pool, 4.00%, due 3/1/2043		*	1,716
	Federal Home Loan Mortgage Corporation Pool, 4.00%, due 8/1/2048		*	795
	Federal Home Loan Mortgage Corporation Pool, 4.00%, due 5/1/2050		*	221
	Federal Home Loan Mortgage Corporation REMIC, 1.00%, due 7/15/2039		*	1,094
	Federal Home Loan Mortgage Corporation REMIC, 1.25%, due 4/25/2045		*	2,552
	Federal Home Loan Mortgage Corporation REMIC, 2.00%, due 5/25/2033		*	559
	Federal Home Loan Mortgage Corporation REMIC, 2.50%, due 2/25/2040		*	2,168
	Federal Home Loan Mortgage Corporation REMIC, 2.50%, due 11/15/2040		*	1,212
	Federal Home Loan Mortgage Corporation REMIC, 3.00%, due 10/15/2039		*	4
	Federal Home Loan Mortgage Corporation REMIC, 3.00%, due 10/15/2045		*	1,468
	Federal Home Loan Mortgage Corporation REMIC, 3.50%, due 5/25/2035		*	3,134
	Federal Home Loan Mortgage Corporation REMIC, 4.00%, due 9/25/2047		*	2,448
	Federal Home Loan Mortgage Corporation REMIC, 4.50%, due 9/25/2035		*	2,851
	Federal National Mortgage Association, 1.50%, due 9/1/2031		*	609
	Federal National Mortgage Association, 2.50%, due 11/1/2027		*	43
	Federal National Mortgage Association, 2.50%, due 12/1/2027		*	23
	Federal National Mortgage Association, 2.50%, due 2/1/2028		*	58
	Federal National Mortgage Association, 2.50%, due 12/1/2049		*	595
	Federal National Mortgage Association, 2.50%, due 7/1/2050		*	810
	Federal National Mortgage Association, 2.50%, due 7/1/2050		*	856
	Federal National Mortgage Association, 2.50%, due 12/1/2050		*	1,068
	Federal National Mortgage Association, 2.50%, due 1/1/2051		*	989
	Federal National Mortgage Association, 2.50%, due 9/1/2051		*	1,360
	Federal National Mortgage Association, 3.00%, due 1/1/2028		*	28
	Federal National Mortgage Association, 3.00%, due 3/1/2030		*	664
	Federal National Mortgage Association, 3.00%, due 10/1/2030		*	298
	Federal National Mortgage Association, 3.00%, due 11/1/2031		*	211

MARY KAY INC. PROFIT SHARING AND 401(k) PLAN
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	Federal National Mortgage Association, 3.00%, due 6/1/2032		*	\$ 230
	Federal National Mortgage Association, 3.00%, due 3/1/2035		*	402
	Federal National Mortgage Association, 3.00%, due 3/1/2048		*	310
	Federal National Mortgage Association, 3.00%, due 11/1/2048		*	601
	Federal National Mortgage Association, 3.00%, due 2/1/2050		*	670
	Federal National Mortgage Association, 3.00%, due 5/1/2050		*	594
	Federal National Mortgage Association, 3.00%, due 7/1/2050		*	551
	Federal National Mortgage Association, 3.00%, due 9/1/2050		*	896
	Federal National Mortgage Association, 3.00%, due 5/1/2051		*	885
	Federal National Mortgage Association, 3.00%, due 7/1/2051		*	611
	Federal National Mortgage Association, 3.00%, due 8/1/2051		*	634
	Federal National Mortgage Association, 3.02%, due 9/1/2047		*	611
	Federal National Mortgage Association, 3.50%, due 1/1/2026		*	19
	Federal National Mortgage Association, 3.50%, due 8/1/2026		*	174
	Federal National Mortgage Association, 3.50%, due 12/1/2047		*	774
	Federal National Mortgage Association, 3.50%, due 2/1/2048		*	204
	Federal National Mortgage Association, 3.50%, due 1/1/2050		*	403
	Federal National Mortgage Association, 3.50%, due 6/1/2051		*	2,830
	Federal National Mortgage Association, 3.50%, due 11/1/2051		*	2,818
	Federal National Mortgage Association, 3.50%, due 1/1/2052		*	3,161
	Federal National Mortgage Association, 4.00%, due 12/1/2037		*	1,555
	Federal National Mortgage Association, 4.00%, due 10/1/2048		*	178
	Federal National Mortgage Association, 4.00%, due 8/1/2049		*	813
	Federal National Mortgage Association, 4.00%, due 5/1/2050		*	405
	Federal National Mortgage Association, 4.50%, due 5/1/2047		*	643
	Federal National Mortgage Association, 4.50%, due 12/1/2048		*	321
	Federal National Mortgage Association, 4.50%, due 4/1/2049		*	143
	Federal National Mortgage Association, 5.00%, due 9/1/2052		*	2,193
	Federal National Mortgage Association REMIC, 2.50%, due 8/25/2034		*	1,678
	Federal National Mortgage Association REMIC, 2.50%, due 12/25/2037		*	3,232
	Federal National Mortgage Association REMIC, 2.50%, due 2/25/2044		*	3,499
	Federal National Mortgage Association REMIC, 2.75%, due 9/25/2042		*	1,864
	Federal National Mortgage Association REMIC, 3.00%, due 9/25/2033		*	510
	Federal National Mortgage Association REMIC, 3.00%, due 6/25/2039		*	2,673
	Federal National Mortgage Association REMIC, 3.00%, due 2/25/2046		*	1,235
	Federal National Mortgage Association REMIC, 3.50%, due 5/25/2041		*	5
	Federal National Mortgage Association REMIC, 3.50%, due 8/25/2044		*	472
	Federal National Mortgage Association REMIC, 3.50%, due 11/25/2044		*	1,113
	Federal National Mortgage Association REMIC, 3.50%, due 12/25/2046		*	2,477
	Federal National Mortgage Association REMIC, 4.00%, due 5/25/2041		*	93
	Federal National Mortgage Association REMIC, 4.50%, due 7/25/2035		*	3,598
	Federal National Mortgage Association REMIC, 4.50%, due 2/25/2048		*	3,620
	Fidelity National Information Services Inc, 1.15%, due 3/1/2026		*	1,858
	Fifth Third Auto Trust, 2023-1, 5.53%, due 8/15/2028		*	1,008
	Florida Tourism Oversight District, 1.77%, due 6/1/2025		*	309
	Ford Motor Credit Co LLC, 7.35%, due 11/4/2027		*	1,319
	General Motors Financial Co Inc, 1.25%, due 1/8/2026		*	1,080
	General Motors Financial Co Inc, 2.40%, due 4/10/2028		*	1,074
	Gilead Sciences Inc, 3.50%, due 2/1/2025		*	1,457
	GM Financial Automobile Leasing Trust, 5.36%, due 5/22/2028		*	447
	GM Financial Automobile Leasing Trust, 5.39%, due 7/20/2027		*	1,895
	GM Financial Consumer Automobile Receivables Trust, 1.79%, due 4/17/2028		*	581
	GM Financial Consumer Automobile Receivables Trust, 3.71%, due 12/16/2027		*	390
	GM Financial Consumer Automobile Receivables Trust, 4.66%, due 2/16/2028		*	224
	Goldman Sachs Group Inc, 3.50%, due 4/1/2025		*	1,927
	Goldman Sachs Group Inc, 3.50%, due 11/16/2026		*	2,036
	Goldman Sachs Group Inc, 3.75%, due 5/22/2025		*	1,918
	Govt Natl Mortgage Assoc, 1.00%, due 10/20/2034		*	1,236
	Govt Natl Mortgage Assoc, 1.75%, due 11/20/2050		*	1,975
	Govt Natl Mortgage Assoc, 2.00%, due 3/20/2035		*	1,256
	Govt Natl Mortgage Assoc, 2.00%, due 3/20/2042		*	128
	Govt Natl Mortgage Assoc, 2.50%, due 7/20/2042		*	1,441
	Govt Natl Mortgage Assoc, 2.50%, due 5/20/2043		*	878
	Govt Natl Mortgage Assoc, 2.50%, due 9/20/2043		*	1,626
	Govt Natl Mortgage Assoc, 3.00%, due 11/20/2048		*	4,966
	Govt Natl Mortgage Assoc, 3.00%, due 5/20/2050		*	551
	Govt Natl Mortgage Assoc, 3.00%, due 6/20/2050		*	575
	Govt Natl Mortgage Assoc, 3.00%, due 8/20/2050		*	669
	Govt Natl Mortgage Assoc, 3.50%, due 8/16/2039		*	265
	Govt Natl Mortgage Assoc, 3.50%, due 11/20/2044		*	2,856
	Govt Natl Mortgage Assoc, 4.00%, due 1/20/2039		*	2,245
	Govt Natl Mortgage Assoc, 4.39%, due 11/20/2062		*	3
	Govt Natl Mortgage Assoc, 5.00%, due 6/20/2051		*	2,459
	Govt Natl Mortgage Assoc, 5.66%, due 11/20/2051		*	550

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	Govt Natl Mortgage Assoc, 6.00%, due 6/20/2051		*	\$ 658
	GS Mortgage Securities Trust 2017-GS6, 3.16%, due 5/10/2050		*	2,980
	GS Mortgage Securities Trust 2019-GC42, 2.75%, due 9/1/2052		*	1,678
	Healthcare Realty Holdings LP, 3.50%, due 8/1/2026		*	868
	Hewlett Packard Enterprise, 1.75%, due 4/1/2026		*	417
	Hyundai Auto Receivables Trust 2021-C, 0.74%, due 5/15/2026		*	102
	Hyundai Auto Receivables Trust, 2.22%, due 10/15/2026		*	1,919
	Hyundai Auto Receivables Trust, 3.80%, due 8/15/2028		*	765
	Hyundai Auto Receivables Trust, 4.84%, due 3/15/2029		*	775
	Hyundai Auto Receivables Trust, 5.52%, due 10/16/2028		*	1,569
	Illumina, Inc., 5.75%, due 12/13/2027		*	422
	Intel Corp, 4.88%, due 2/10/2028		*	476
	John Deere Owner Trust, 2.32%, due 9/15/2026		*	1,393
	John Deere Owner Trust, 3.74%, due 2/16/2027		*	2,121
	John Deere Owner Trust, 5.01%, due 11/15/2027		*	1,209
	JPMorgan Chase & Co, 1.05%, due 11/19/2026		*	1,277
	JPMorgan Chase & Co, 2.08%, due 4/22/2026		*	1,908
	JPMorgan Chase & Co, 5.72%, due 9/14/2033		*	2,116
	Keurig Dr Pepper Inc, 3.20%, due 5/1/2030		*	772
	Kinder Morgan Inc/DE, 4.30%, due 6/1/2025		*	1,536
	Kite Realty Group LP, 4.95%, due 12/15/2031		*	432
	LCM 37 Ltd., 5.40%, due 4/15/2034		*	2,400
	Lincoln National Corp, 3.80%, due 3/1/2028		*	927
	Marriott International Inc/MD, 5.75%, due 5/1/2025		*	1,261
	McDonald's Corp, 3.30%, due 7/1/2025		*	1,161
	Mercedes-Benz Finance North America LLC, 3.30%, due 5/19/2025		*	958
	Morgan Stanley BAML Trust, 3.45%, due 7/15/2050		*	1,603
	Morgan Stanley, 3.62%, due 4/1/2031		*	1,686
	Morgan Stanley, 3.63%, due 1/20/2027		*	1,555
	Morgan Stanley, 4.00%, due 7/23/2025		*	1,214
	MPLX LP, 4.13%, due 3/1/2027		*	814
	National Rural Utilities Cooperative Finance Corp., 5.45%, due 10/30/2025		*	1,340
	NatWest Group PLC, 1.64%, due 6/14/2027		*	458
	Neuberger Berman Loan Advisers CLO 49 Ltd., 5.78%, due 7/25/2035		*	2,428
	Neuberger Berman Loan Advisers CLO 49 Ltd., 5.97%, due 4/16/2033		*	2,389
	New Residential Mortgage Loan Trust, 5.47%, due 11/25/2064		*	498
	Nissan Auto Rec OT, 1.86%, due 8/17/2026		*	760
	Nissan Auto Rec OT, 4.46%, due 5/17/2027		*	490
	Nissan Auto Rec OT, 5.34%, due 2/17/2026		*	65
	Northern Trust Collective 1-10 Year Intermediate Credit Bond Index Fund		*	159,972
	Northern Trust Collective 1-10 Year Intermediate Government Bond Index Fund		*	28,223
	Northern Trust Collective Asset-Backed Securities Bond Index Fund		*	110,517
	Northern Trust Collective Commercial Mortgage-Backed Securities Index Fund		*	43,146
	Northern Trust Collective Daily 1-5 Year Credit Bond Index Fund		*	78,097
	Northern Trust Collective Mortgage-Backed Securities Index Fund		*	137,945
	Northern Trust Collective Short Term Government Bond Index Fund		*	132,328
	NRG Energy Inc, 2.45%, due 12/2/2027		*	1,661
	OBX Trust, 5.41%, due 10/25/2064		*	306
	ONEOK Inc, 5.65%, due 11/1/2028		*	402
	O'Reilly Automotive Inc, 1.75%, due 3/15/2031		*	889
	O'Reilly Automotive Inc, 3.60%, due 9/1/2027		*	1,530
	Octane Receivables Trust, 4.94%, due 5/20/2030		*	240
	OneMain Direct Auto Receivables Trust, 3.95%, due 11/14/2028		*	1,128
	Oracle Corp., 1.65%, due 3/25/2026		*	2,379
	Oscar US Funding, 1.00%, due 4/10/2028		*	615
	Phillips Edison Grocery Center Operating Partnership I LP, 5.75%, due 7/15/2034		*	316
	Pioneer Natural Resources Co., 5.10%, due 3/29/2026		*	325
	Principal Life Global Funding II, 1.38%, due 1/10/2025		*	2,447
	Prologis LP, 4.88%, due 6/15/2028		*	1,697
	Prudential Core Conservative Intermediate Bond Fund		*	97,508
	Prudential Short Duration Core Bond Fund		*	244,613
	Public Storage Operating Co., 5.13%, 1/15/2029		*	804
	RTX Corp, 4.13%, due 11/16/2028		*	2,063
	Realty Income Corp, 2.20%, due 6/15/2028		*	659
	Realty Income Corp, 3.40%, due 1/15/2030		*	663
	Romanian Government International Bond, 6.63%, due 2/17/2028		*	1,320
	Ryder Sysem, Inc., 5.25%, due 6/1/2028		*	851
	Santander Drive Auto Receivables Trust, 4.43%, due 3/15/2027		*	265
	Santander Drive Auto Receivables Trust, 4.62%, due 11/15/2028		*	295
	Santander Drive Auto Receivables Trust, 5.23%, due 12/15/2028		*	268
	Santander Holdings USA, Inc., 6.17%, due 1/9/2030		*	1,258
	Santander Holdings USA, Inc., 6.50%, due 3/9/2029		*	625
	Sealed Air Corp, 1.57%, due 10/15/2026		*	1,844
	Takeda Pharmaceutical, 2.05%, due 3/31/2030		*	893

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	T-Mobile US, Inc, 1.50%, due 2/15/2026		*	\$ 977
	T-Mobile US, Inc, 3.50%, due 4/15/2025		*	973
	T-Mobile US, Inc, 4.25%, due 5/21/2029		*	350
	The AES Corp, 5.45%, due 6/1/2028		*	697
	The Boeing Company, 2.20%, due 2/4/2026		*	1,184
	The Boeing Company, 3.63%, due 2/1/2031		*	376
	The Cigna Group, 2.40%, due 3/15/2030		*	488
	The Cigna Group, 4.38%, due 10/15/2028		*	1,031
	The PNC Financial Services Group Inc, 1.15%, due 8/13/2026		*	1,308
	The Sherwin-Williams Company, 2.30%, due 5/15/2030		*	242
	Toronto-Dominion Bank, 5.52%, due 7/17/2028		*	1,997
	Toyota Auto Receivables OT, 5.30%, due 9/15/2027		*	2,246
	Truist Fin Corp, 3.70%, due 6/5/2025		*	1,100
	Truist Fin Corp, 4.12%, due 6/6/2028		*	1,510
	UBS Comm Mortgage Trust, 3.00%, due 8/15/2050		*	250
	UBS Group AG, 3.75%, due 3/26/2025		*	1,375
	US Bancorp, 5.38%, due 1/23/2030		*	888
	US Treasury Note, 1.13%, due 1/15/2025		*	3,890
	US Treasury Note, 1.13%, due 10/31/2026		*	6,138
	US Treasury Note, 1.50%, due 2/15/2025		*	1,025
	US Treasury Note, 1.63%, due 8/15/2029		*	19,604
	US Treasury Note, 2.75%, due 5/15/2025		*	3,649
	US Treasury Note, 3.50%, due 9/30/2029		*	2,094
	US Treasury Note, 3.63%, due 5/31/2028		*	17,293
	US Treasury Note, 4.13%, due 3/31/2029		*	9,471
	US Treasury Note, 4.13%, due 11/30/2029		*	5,825
	US Treasury Note, 4.38%, due 8/31/2028		*	34,555
	US Treasury Note, 4.50%, due 5/31/2029		*	11,246
	Verizon Communications, 2.10%, due 3/22/2028		*	2,252
	Verizon Communications, 4.02%, due 12/3/2029		*	877
	Verizon Master Trust, 3.64%, due 11/20/2028		*	1,743
	Verizon Master Trust, 4.49%, due 1/22/2029		*	2,134
	Verizon Master Trust, 5.54%, due 4/22/2030		*	696
	Verus Securitization Trust, 5.44%, due 11/25/2069		*	369
	Volkswagen Auto Loan Enhanced Trust 2021-1, 1.26%, due 10/20/2028		*	837
	Volkswagen Auto Loan Enhanced Trust 2023-1, 5.02%, due 6/20/2028		*	657
	Volkswagen Group America, 1.25%, due 11/24/2025		*	1,627
	Wells Fargo & Co, 3.00%, due 2/19/2025		*	2,417
	Wells Fargo & Co, 3.00%, due 10/23/2025		*	993
	Wisconsin Public Service Corp., 4.55%, due 12/1/2029		*	417
	Wisconsin Public Service Corp., 5.35%, due 11/10/2025		*	877
	World Omni Auto Receivables 2021-D, 0.81%, due 10/15/2026		*	248
	World Omni Auto Receivables, 1.66%, due 5/17/2027		*	453
	World Omni Auto Receivables, 3.25%, due 7/15/2027		*	631
	World Omni Auto Receivables, 5.79%, due 2/15/2029		*	462
	The Bank of New York Mellon Collective Trust Government Short Term Investment Fund (d)		*	44,479
	Insurance Company Separate Accounts - 11.02% New York Life		*	308,845
	Total Collective Trust			\$ 166,879,562
Corporate Debt-Other				
	ABN AMRO BANK NV SR NON PREFERRED ADJ NOTES Semi Annual 0 9/18/27	200,000	\$ 200,000	\$ 204,442
	AES CORP SECURED NOTES Semi Annual 3.3 7/15/25	130,000	129,964	128,750
	AIG GLOBAL FUNDING SECURED NOTES Semi Annual 5.2 6/24/29	150,000	149,739	150,777
	AMSR TRUST 2020-SFR3 ABS SER.2020-SFR3 CL.D Monthly 2.11 9/17/37	500,000	502,188	489,967
	AT&T INC SENIOR UNSECURED GLOBAL NOTES Semi Annual 2.3 6/1/27	100,000	99,852	94,386
	AIR LEASE CORP SENIOR UNSECURED GLOBAL NOTES Semi Annual 3.63 4/1/27	656,000	687,882	633,950
	AIR LEASE CORP SENIOR UNSECURED GLOBAL NOTES Semi Annual 5.3 6/25/26	742,000	738,876	746,734
	AIR LEASE CORP SENIOR UNSECURED GLOBAL NOTES Semi Annual 5.2 7/15/31	75,000	73,734	74,105
	ALLIANT ENERGY FINANCE SENIOR UNSECURED NOTES Semi Annual 5.4 6/6/27	80,000	79,954	80,511
	ALLSTATE CORP SENIOR UNSECURED GLOBAL NOTES Semi Annual 5.05 6/24/29	75,000	74,843	75,341
	AMCOR FLEXIBLES NORTH AMERICA SENIOR UNSECURED GLOBAL NOTES Semi Annual 4 5/17/25	85,000	84,979	84,684
	AMEREN CORP SENIOR UNSECURED GLOBAL NOTES Semi Annual 5 1/15/29	90,000	89,797	90,138
	AMERICAN ELECTRIC POWER JUNIOR SUB GLOBALNOTES Semi Annual 5.7 8/15/25	125,000	124,440	125,539
	AMERICAN EQTY INVT LIFE HLD CO SENIOR UNSECURED GLOBAL NOTES Semi Annual 5.75 10/1/29	70,000	69,967	70,081
	AMERICAN HONDA FINANCE CORP SENIOR UNSECURED GLOBAL NOTES Semi Annual 4.85 10/23/31	130,000	129,862	127,192
	AMERICREDIT AUTO REC TR 2021-3 ABS SER.2021-3CL.C Monthly 1.41 8/18/27	135,000	134,978	130,205
	AMERICREDIT AUTO REC TR 2022-1 ABS SER.2022-1CL.B Monthly 2.77 4/19/27	150,000	149,975	148,201
	CENCORA INC SENIOR UNSECURED GLOBAL NOTES Semi Annual 5.15 2/15/35	70,000	69,962	68,241
	ANTARES HOLDINGS LP SENIOR UNSECURED NOTES Semi Annual 3.75 7/15/27	250,000	247,515	236,539
	AON NORTH AMERICA INC SENIOR UNSECUREDGLOBAL NOTES Semi Annual 5.13 3/1/27	528,000	526,970	531,618
	APOLLO DEBT SOLUTIONS BDC SENIOR UNSECUREDNOTES Semi Annual 6.7 7/29/31	75,000	74,996	77,025
	AQUA FINANCE TRUST 2021-A ABS SER.2021-A CL.AMonthly 1.54 7/17/46	50,925	50,919	46,662
	ARES CAPITAL CORP SENIOR UNSECURED GLOBALNOTES Semi Annual 5.95 7/15/29	70,000	69,288	70,779
	ARES STRATEGIC INCOME FUND SENIOR UNSECUREDNOTES Semi Annual 5.7 3/15/28	75,000	74,519	74,990

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

As of December 31, 2024

EIN: 75-1151701
Plan #: 001

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	ARROW ELECTRONICS INC SENIOR UNSECUREDGLOBAL NOTES Semi Annual 5.15 8/21/29	145,000	\$ 144,861	\$ 144,370
	AUSTRALIA & NZ BANKING GROUP SENIOR UNSECURED NOTES Semi Annual 4.62 12/16/29	250,000	250,000	247,897
	AUTOZONE INC SENIOR UNSECURED GLOBAL NOTES Semi Annual 5.05 7/15/26	115,000	114,860	115,654
	AVIATION CAPITAL GROUP LLC SENIOR UNSECUREDNOTES Semi Annual 5.38 7/15/29	50,000	49,623	50,024
	AVIS BUDGET RENTAL CAR FUNDING ABS SER.2023-3ACLA Monthly 5.44 2/22/28	185,000	184,969	187,158
	AVIS BUDGET RENTAL CAR FUNDING ABS SER.2024-1ACLA Monthly 5.36 6/20/30	100,000	99,983	101,387
	AVIS BUDGET RENTAL CAR FUNDING ABS SER.2024-2ACLA Monthly 5.13 10/20/28	180,000	180,907	180,887
	AVNET INC SENIOR UNSECURED GLOBAL NOTES SemiAnnual 6.25 3/15/28	55,000	54,848	56,482
	BHP BILLITON FINANCE USA LTD SENIOR UNSECUREDGLOBAL NOTES Semi Annual 4.88 2/27/26	140,000	139,712	140,424
	BMW VEHICLE LEASE TRUST 2024-2 ABS SER.2024-2CLA3 Monthly 4.18 10/25/27	75,000	74,993	74,407
	BAIN CAPITAL SPECIALTY FINANCE SENIOR UNSECURED NOTES Semi Annual 2.55 10/13/26	80,000	79,146	76,186
	BANK OF AMERICA CORP SENIOR UNSECUREDGLOBAL NOTES Semi Annual 0 12/20/28	240,000	233,587	230,104
	BANK OF AMERICA CORP SR UNSEC ADJ MED TERMNOTES Semi Annual 0 4/23/27	718,000	775,074	706,470
	BANK OF AMERICA CORP SR UNSEC ADJ MED TERMNOTES Semi Annual 0 6/19/26	927,000	855,757	911,863
	BANK OF AMERICA CORP SR UNSECURED GLOBAL ADJNOTES Semi Annual 0 7/22/27	673,000	622,074	641,588
	BANK OF AMERICA CORP SR UNSEC ADJ MED TERMNOTES Semi Annual 0 4/2/26	230,000	230,000	229,109
	BANK OF AMERICA CORP SUBORDINATED GLOBAL ADJNOTES Semi Annual 0 10/25/35	270,000	270,000	263,985
	BANK OF MONTREAL SENIOR UNSECURED GLOBALNOTES Semi Annual 5.51 6/4/31	125,000	125,000	126,981
	BANK OF NOVA SCOTIA SENIOR UNSECURED GLOBALNOTES Semi Annual 5.45 8/1/29	110,000	109,779	112,014
	BANK5 2024-5YR8 ABS SER.2024-5YR8 CL.A3 Monthly5.88 8/15/57	415,000	427,446	426,459
	BLACKSTONE SECURED LENDING FND SENIOR UNSECURED NOTES Semi Annual 2.85 9/30/28	50,000	49,608	45,381
	BLACKSTONE SECURED LENDING FND SENIOR UNSECURED GLOBAL NOTES Semi Annual 5.88 11/15/27	15,000	14,892	15,236
	BLACKSTONE SECURED LENDING FND SENIOR UNSECURED GLOBAL NOTES Semi Annual 5.35 4/13/28	70,000	69,747	69,815
	BP CAP MARKETS AMERICA SENIOR UNSECUREDGLOBAL NOTES Semi Annual 5.23 11/17/34	190,000	189,238	187,128
	BRIGHTHOUSE FINANCIAL GLBL FND SECURED NOTES Semi Annual 5.55 4/9/27	145,000	144,957	146,250
	BROADCOM INC SENIOR UNSECURED GLOBAL NOTES Semi Annual 5.05 7/12/29	165,000	164,784	165,627
	BROADCOM INC SENIOR UNSECURED GLOBAL NOTES Semi Annual 4.35 2/15/30	390,000	389,734	379,468
	CDW LLC/CDW FINANCE SENIOR UNSECURED NOTES Semi Annual 3.28 12/1/28	120,000	120,000	111,631
	CIT GROUP INC SUBORDINATED GLOBAL NOTES SemiAnnual 6.13 3/9/28	372,000	386,370	382,695
	CNO FINANCIAL GROUP INC SENIOR UNSECUREDNOTES Semi Annual 5.25 5/30/25	429,000	463,411	429,035
	CSAIL COMM MTGE TRUST 2015-C4 ABS SER.2015-C4CL.ASB Monthly 3.62 11/15/48	51,977	54,592	51,736
	CANADIAN IMPERIAL BANK OF COMM SENIOR UNSECURED GLOBAL NOTES Semi Annual 5.24 6/28/27	85,000	85,000	85,910
	CANTOR FITZGERALD LP SENIOR UNSECURED NOTES Semi Annual 7.2 12/12/28	65,000	64,874	67,914
	CAPITAL ONE FINANCIAL CORP SR UNSECUREDGLOBAL ADJ NOTES Semi Annual 0 11/2/27	620,000	541,849	585,854
	CAPITAL ONE FINANCIAL CORP SR UNSECUREDGLOBAL ADJ NOTES Semi Annual 0 6/8/29	65,000	65,000	67,119
	CAPITAL ONE FINANCIAL CORP SR UNSECUREDGLOBAL ADJ NOTES Semi Annual 0 10/29/27	125,000	125,000	129,715
	CARDINAL HEALTH INC SENIOR UNSECURED GLOBALNOTES Semi Annual 5 11/15/29	210,000	209,929	208,691
	CENTENE CORP SENIOR UNSECURED GLOBAL NOTES Semi Annual 4.25 12/15/27	378,000	363,303	366,170
	CENTERPOINT ENERGY INC JR SUB GLOBAL ADJNOTES Semi Annual 0 5/15/55	195,000	195,000	193,921
	CHARTER COMM OPT LLC/CAP SECURED GLOBALNOTES Semi Annual 6.1 6/1/29	205,000	204,885	208,962
	CHENIERE CORPUS CHRISTI HLDGS 1ST LIEN GLOBALNOTES Semi Annual 5.13 6/30/27	351,000	351,786	352,883
	CHESAPEAKE FNDG II LLC 2023-1A ABS SER.2023-1ACLA1 Monthly 5.65 5/15/35	63,105	63,103	63,512
	CITIGROUP COM MTG TR 2016-C2 ABS SER.2016-C2CLAAB Monthly 2.71 8/10/49	142,029	145,458	140,641
	CITIGROUP INC SENIOR UNSECURED NOTES SemiAnnual 0 1/10/28	914,000	869,022	895,940
	CITIGROUP INC SENIOR UNSECURED GLOBAL NOTES Semi Annual 3.52 10/27/28	369,000	327,273	355,136
	CITIGROUP INC SR UNSECURED GLOBAL ADJ NOTES Semi Annual 0 6/9/27	319,000	284,995	303,733
	CITIBANK CC ISSUANCE TRUST ABS SER.2023-A1 CL.A1Semi Annual 5.23 12/8/27	775,000	774,572	780,034
	CITIBANK NA SENIOR UNSECURED ADJ NOTES SemiAnnual 0 11/19/27	250,000	250,000	250,200
	CITIZENS FINANCIAL GROUP INC SUBORDINATEDGLOBAL ADJ NOTES Semi Annual 0 5/21/37	60,000	60,000	58,093
	CNO GLOBAL FUNDING SECURED NOTES Semi Annual2.65 1/6/29	245,000	244,642	221,491
	CNO GLOBAL FUNDING SECURED NOTES Semi Annual4.88 12/10/27	20,000	19,993	19,909
	COMERICA INC SR UNSECURED GLOBAL ADJ NOTES Semi Annual 0 1/30/30	45,000	45,000	45,504
	CONAGRA BRANDS INC SENIOR UNSECURED GLOBALNOTES Semi Annual 5.3 10/1/26	250,000	249,638	252,531
	CONOCOPHILLIPS CO SENIOR UNSECURED GLOBALNOTES Semi Annual 5 1/15/35	230,000	229,602	223,417
	CONSTELLATION BRANDS INC SENIOR UNSECUREDGLOBAL NOTES Semi Annual 4.8 1/15/29	150,000	149,834	149,099
	CUBESMART LP SENIOR UNSECURED NOTES SemiAnnual 3.13 9/1/26	240,000	228,559	233,306
	DLMT LLC 2023-1A ABS SER.2023-1A CL.A3 Monthly 5.34 3/22/27	140,000	139,978	140,835
	DTE ENERGY COMPANY SENIOR UNSECURED GLOBALNOTES Semi Annual 4.88 6/1/28	571,000	557,570	569,000
	DTE ENERGY COMPANY SENIOR UNSECURED GLOBALNOTES Semi Annual 4.95 7/1/27	75,000	74,911	75,281
	DAIMLER TRUCKS FINANCE NA LLC SENIOR UNSECURED NOTES Semi Annual 3.65 4/7/27	205,000	204,592	199,418
	DARDEN RESTAURANTS INC SENIOR UNSECUREDGLOBAL NOTES Semi Annual 4.55 10/15/29	95,000	94,820	92,675
	DELL EQUIP FINANCE TR 2023-3 ABS SER.2023-3 CL.A3Monthly 5.93 4/23/29	155,000	154,990	157,036
	DELL INT LLC / EMC CORP SENIOR UNSECUREDGLOBAL NOTES Semi Annual 4.85 2/1/35	195,000	194,310	185,177
	DELL INT LLC / EMC CORP GLOBAL 1ST LIEN NOTES Semi Annual 4.9 10/1/26	185,000	193,579	185,516
	DRIVE AUTO REC TR 2024-2 ABS SER.2024-2 CL.BMonthly 4.52 7/16/29	105,000	104,996	104,231
	DRIVEN BRANDS FNDG LLC 2024-1A ABS SER.2024-1ACL.A2 Quarterly 6.37 10/20/54	189,525	189,525	192,825
	DUKE ENERGY CORP SENIOR UNSECURED GLOBALNOTES Semi Annual 3.15 8/15/27	400,000	388,920	384,116
	EPR PROPERTIES SENIOR UNSECURED GLOBALNOTES Semi Annual 4.75 12/15/26	440,000	482,900	436,235
	EDISON INTERNATIONAL SENIOR UNSECURED GLOBALNOTES Semi Annual 5.75 6/15/27	768,000	770,143	770,822
	EDISON INTERNATIONAL SENIOR UNSECURED GLOBALNOTES Semi Annual 4.7 8/15/25	180,000	179,937	179,825
	ENABLE MIDSTREAM PARTNERS LP SENIOR UNSECURED GLOBAL NOTES Semi Annual 4.95 5/15/28	910,000	908,544	908,389
	ENACT HOLDINGS INC SENIOR UNSECURED GLOBALNOTES Semi Annual 6.25 5/28/29	165,000	164,922	168,136
	ENTERGY CORP SENIOR UNSECURED GLOBAL NOTES Semi Annual 0.9 9/15/25	80,000	79,685	77,798
	EQUIFAX INC SENIOR UNSECURED NOTES Semi Annual5.1 12/15/27	255,000	261,299	256,446

MARY KAY INC. PROFIT SHARING AND 401(k) PLAN
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	EQUIFAX INC SENIOR UNSECURED GLOBAL NOTES Semi Annual 5.1 6/1/28	75,000	\$ 74,777	\$ 75,281
	EQUIFAX INC SENIOR UNSECURED GLOBAL NOTES Semi Annual 4.8 9/15/29	135,000	134,957	133,286
	EQUITABLE FINANCIAL LIFE SECURED NOTES Semi Annual 5.5 12/2/25	180,000	179,955	181,434
	ESSENTIAL UTILITIES INC SENIOR UNSECURED GLOBAL NOTES Semi Annual 4.8 8/15/27	75,000	74,973	74,905
	EVERSOURCE ENERGY SENIOR UNSECURED GLOBAL NOTES Semi Annual 4.6 7/1/27	553,000	543,488	549,185
	EXETER AUTO REC TRUST 2023-5A ABS SER.2023-5ACL.A3 Monthly 6.32 3/15/27	62,950	62,948	63,113
	EXPEDIA GROUP INC SENIOR UNSECURED NOTES Semi Annual 6.25 5/1/25	53,000	53,000	53,035
	EXTRA SPACE STORAGE INC SENIOR UNSECURED GLOBAL NOTES Semi Annual 5.7 4/1/28	65,000	66,857	66,356
	EXTRA SPACE STORAGE INC SENIOR UNSECURED GLOBAL NOTES Semi Annual 3.5 7/1/26	481,000	484,282	472,033
	FS KKR CAPITAL CORP SENIOR UNSECURED GLOBAL NOTES Semi Annual 7.88 1/15/29	25,000	24,830	26,591
	FS KKR CAPITAL CORP SENIOR UNSECURED GLOBAL NOTES Semi Annual 6.88 8/15/29	45,000	44,486	46,540
	FS KKR CAPITAL CORP SENIOR UNSECURED GLOBAL NOTES Semi Annual 6.13 1/15/30	115,000	114,644	114,915
	F&G GLOBAL FUNDING SECURED NOTES Semi Annual 5.15 7/7/25	190,000	189,875	190,236
	FED CAISSES DESJARDINS SENIOR UNSECURED NOTES Semi Annual 5.7 3/14/28	260,000	259,932	265,075
	FELLS POINT FUNDING TR SENIOR UNSECURED NOTES Semi Annual 3.05 1/31/27	130,000	130,000	124,998
	FIFTH THIRD BANCORP SR UNSECURED GLOBAL ADJ NOTES Semi Annual 0 10/27/28	369,000	389,099	381,530
	FIRSTKEY HOMES TRUST 2021-SFR2 ABS SER.2021-SFR2 CL.A Monthly 1.38 9/17/26	658,272	658,252	622,338
	FLAGSHIP CREDIT AUTO TR 2022-4 ABS SER.2022-4CL.A3 Monthly 6.32 6/15/27	17,311	17,310	17,379
	FRONTIER ISSUER LLC 2023-1 ABS SER.2023-1 CL.A2 Monthly 6.6 8/20/53	140,000	134,606	142,489
	FRONTIER ISSUER LLC 2024-1 ABS SER.2024-1 CL.A2 Monthly 6.19 6/20/54	50,000	49,982	50,855
	GA GLOBAL FUNDING TRUST SECURED NOTES Semi Annual 2.25 1/6/27	195,000	194,945	184,532
	GATX CORP SENIOR UNSECURED GLOBAL NOTES Semi Annual 5.4 3/15/27	50,000	49,957	50,560
	GMF FLRPLN OWNER REV TR 2024-1 ABS SER.2024-1CL.A1 Monthly 5.13 3/15/29	180,000	179,977	181,796
	GS MTG SECURITIES TR 2015-GC30 ABS SER.2015-GC30 CL.A4 Monthly 3.38 5/10/50	455,000	493,035	452,269
	GENERAL MILLS INC SENIOR UNSECURED GLOBAL NOTES Semi Annual 4.88 1/30/30	145,000	144,334	144,024
	GENERAL MOTORS FINL CO INC SENIOR UNSECURED GLOBAL NOTES Semi Annual 6.05 10/10/25	475,000	479,246	479,066
	GENERAL MOTORS FINL CO INC SENIOR UNSECURED GLOBAL NOTES Semi Annual 6 1/9/28	340,000	340,547	348,858
	GENUINE PARTS CO SENIOR UNSECURED GLOBAL NOTES Semi Annual 4.95 8/15/29	160,000	159,514	159,505
	GILEAD SCIENCES INC SENIOR UNSECURED GLOBAL NOTES Semi Annual 5.1 6/15/35	135,000	134,459	132,820
	GOLDMAN SACHS GROUP INC SR UNSECURED GLOBAL ADJ NOTES Semi Annual 0 7/23/30	240,000	240,000	238,574
	GOLDMAN SACHS GROUP INC SENIOR UNSECURED NOTES Semi Annual 3.69 6/5/28	277,000	272,851	269,040
	GOLDMAN SACHS GROUP INC SR UNSECURED GLOBAL ADJ NOTES Semi Annual 0 10/21/27	669,000	605,318	634,733
	GOLDMAN SACHS GROUP INC SR UNSECURED GLOBAL ADJ NOTES Semi Annual 0 2/24/28	1,116,000	1,037,668	1,064,398
	GOLDMAN SACHS GROUP INC SR UNSECURED GLOBAL ADJ NOTES Semi Annual 0 8/10/26	205,000	205,000	206,144
	GOLUB CAPITAL BDC INC SENIOR UNSECURED GLOBAL NOTES Semi Annual 2.5 8/24/26	115,000	114,127	109,547
	GOLUB CAPITAL BDC INC SENIOR UNSECURED GLOBAL NOTES Semi Annual 6 7/15/29	5,000	4,944	4,996
	HCA INC 1ST LIEN GLOBAL NOTES Semi Annual 5.25 6/15/26	381,000	371,959	381,924
	HSBC HOLDINGS PLC SR UNSECURED GLOBAL ADJ NOTES Semi Annual 0 11/19/28	200,000	200,000	199,936
	HSBC USA INC SENIOR UNSECURED GLOBAL NOTES Semi Annual 5.63 3/17/25	365,000	364,380	365,668
	HPS CORPORATE LENDING FUND SENIOR UNSECURED NOTES Semi Annual 6.25 9/30/29	75,000	74,092	76,284
	HARLEY DAVIDSON FINL SVCS INC SENIOR UNSECURED NOTES Semi Annual 3.35 6/8/25	25,000	24,966	24,808
	HELMERICH & PAYNE INC SENIOR UNSECURED NOTES Semi Annual 5.5 12/1/34	115,000	114,621	109,189
	HERCULES CAPITAL INC SENIOR UNSECURED NOTES Semi Annual 3.38 1/20/27	120,000	119,138	114,740
	HERTZ VEHICLE FIN LLC 2022-2A ABS SER.2022-2A CL.A Monthly 2.33 6/26/28	140,000	128,838	131,482
	HERTZ VEHICLE FIN LLC 2024-1A ABS SER.2024-1A CL.A Monthly 5.44 1/25/29	165,000	164,995	165,981
	HEWLETT PACKARD ENTERPRISE CO SENIOR UNSECURED GLOBAL NOTES Semi Annual 4.55 10/15/29	310,000	309,671	302,185
	HEWLETT PACKARD ENTERPRISE CO SENIOR UNSECURED GLOBAL NOTES Semi Annual 5 10/15/34	100,000	99,078	96,117
	HONEYWELL INTERNATIONAL INC SENIOR UNSECURED GLOBAL NOTES Semi Annual 4.7 2/1/30	185,000	184,841	184,014
	HOST HOTELS & RESORTS LP SENIOR UNSECURED GLOBAL NOTES Semi Annual 4 6/15/25	332,000	360,738	330,564
	HUMANA INC SENIOR UNSECURED GLOBAL NOTES Semi Annual 5.38 4/15/31	200,000	199,880	198,327
	HUNTINGTON BANCSHARES SR UNSECURED GLOBAL ADJ NOTES Semi Annual 0 8/21/29	70,000	70,000	72,267
	HUNTINGTON BANCSHARES SR UNSECURED GLOBAL ADJ NOTES Semi Annual 0 1/15/31	155,000	155,000	155,122
	HYATT HOTELS CORP SENIOR UNSECURED GLOBAL NOTES Semi Annual 5.38 4/23/25	388,000	440,539	388,228
	HYATT HOTELS CORP SENIOR UNSECURED GLOBAL NOTES Semi Annual 5.25 6/30/29	105,000	104,471	105,063
	HYATT HOTELS CORP SENIOR UNSECURED GLOBAL NOTES Semi Annual 5.38 12/15/31	100,000	99,745	99,526
	HYUNDAI CAPITAL AMERICA SENIOR UNSECURED NOTES Semi Annual 4.75 9/26/31	40,000	39,955	38,436
	HYUNDAI CAPITAL AMERICA SENIOR UNSECURED NOTES Semi Annual 4.88 11/1/27	135,000	134,955	134,660
	ILLUMINA INC SENIOR UNSECURED GLOBAL NOTES Semi Annual 4.65 9/9/26	80,000	79,944	79,688
	IQVIA INC SECURED GLOBAL NOTES Semi Annual 6.252/1/29	80,000	79,878	82,715
	JPMCC COMM MTG SEC TR 2015-JP1 ABS SER.2015-JP1CL.ASB Monthly 3.73 1/15/49	180,775	192,129	179,568
	JPMCC COMM MTG SEC TR 2016-JP2 ABS SER.2016-JP2CL.A3 Monthly 2.56 8/15/49	724,107	690,878	708,004
	JPMORGAN CHASE & CO SR UNSECURED GLOBAL ADJ NOTES Semi Annual 0 6/1/29	140,000	140,000	127,212
	JPMORGAN CHASE & CO SR UNSECURED GLOBAL ADJ NOTES Semi Annual 0 9/22/27	1,135,000	1,037,515	1,073,665
	JPMORGAN CHASE & CO SR UNSECURED GLOBAL ADJ NOTES Semi Annual 0 6/1/34	85,000	85,271	84,941
	JPMORGAN CHASE & CO SR UNSECURED GLOBAL ADJ NOTES Semi Annual 0 4/22/30	135,000	135,000	137,666
	JEFFERIES FINANCIAL GROUP INC SENIOR UNSECURED GLOBAL NOTES Semi Annual 5.88 7/21/28	115,000	114,353	117,595
	JERSEY MIKES FUNDING 2024-1A ABS SER.2024-1ACL.A2 Quarterly 5.64 2/15/55	195,000	193,027	192,571
	KIMCORP SR UNSEC MEDIUM TERM NOTES Semi Annual 2.25 4/6/27	288,000	272,655	271,731
	KIMCO REALTY CORP SENIOR UNSECURED NOTES Semi Annual 3.8 4/1/27	381,000	350,939	373,146
	KINDER MORGAN INC SR UNSECURED GLOBAL NOTES Semi Annual 5.1 8/1/29	135,000	134,788	134,982
	KYNDRYL HOLDINGS INC SENIOR UNSECURED GLOBAL NOTES Semi Annual 2.7 10/15/28	311,000	276,585	284,815
	LAD AUTO RCVBLS TRUST 2024-1A ABS SER.2024-1ACL.A4 Monthly 5.17 9/15/28	30,000	30,000	30,200
	LKQ CORP SENIOR UNSECURED NOTES Semi Annual 5.75 6/15/28	105,000	104,727	106,697
	LPL HOLDINGS INC SENIOR UNSECURED GLOBAL NOTES Semi Annual 5.7 5/20/27	208,000	208,543	210,507

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	L3HARRIS TECHNOLOGIES INC SENIOR UNSECUREDGLOBAL NOTES Semi Annual 5.25 6/1/31	130,000	\$ 129,904	\$ 130,082
	LYB INT FINANCE III SENIOR UNSECURED GLOBALNOTES Semi Annual 5.5 3/1/34	115,000	114,119	112,807
	LAD AUTO RCVBLS TRUST 2024-3A ABS SER.2024-3ACL.A3 Monthly 4.52 3/15/29	45,000	44,998	44,786
	LAD AUTO RCVBLS TRUST 2023-4A ABS SER.2023-4ACL.B Monthly 6.39 10/16/28	50,000	49,990	50,975
	LIBERTY UTILITIES CO SENIOR UNSECURED NOTES Semi Annual 5.58 1/31/29	110,000	109,996	110,857
	LOCKHEED MARTIN CORP SENIOR UNSECUREDGLOBAL NOTES Semi Annual 4.7 12/15/31	85,000	84,949	83,658
	M&T EQUIPMENT NOTES 2023-1A ABS SER.2023-1ACL.A3 Monthly 5.74 7/15/30	100,000	99,996	100,975
	M&T BANK CORPORATION SR UNSEC ADJ MED TERMNOTES Semi Annual 0 1/16/36	180,000	180,000	174,381
	MPLX LP SENIOR UNSECURED GLOBAL NOTES Semi Annual 4.13 3/1/27	495,000	485,189	487,652
	MAIN STREET CAPITAL CORP SENIOR UNSECUREDNOTES Semi Annual 3 7/14/26	75,000	76,306	72,281
	MAIN STREET CAPITAL CORP SENIOR UNSECUREDGLOBAL NOTES Semi Annual 6.5 6/4/27	40,000	40,385	40,749
	MARRIOTT INTERNATIONAL INC SENIOR UNSECUREDGLOBAL NOTES Semi Annual 5.55 10/15/28	150,000	149,151	153,254
	MICROCHIP TECHNOLOGY INC SENIOR UNSECUREDGLOBAL NOTES Semi Annual 5.05 2/15/30	85,000	84,934	84,411
	MICRON TECHNOLOGY INC SENIOR UNSECUREDGLOBAL NOTES Semi Annual 4.19 2/15/27	390,000	388,639	384,479
	MICRON TECHNOLOGY INC SENIOR UNSECUREDGLOBAL NOTES Semi Annual 6.75 11/1/29	100,000	104,487	106,467
	MITSUBISHI HC FIN AMER SENIOR UNSECURED NOTES Semi Annual 5.15 10/24/29	205,000	204,764	204,485
	MORGAN STANLEY SR UNSECURED GLOBAL ADJNOTES Semi Annual 0 4/18/30	195,000	195,000	198,503
	MORGAN STANLEY SR UNSECURED GLOBAL ADJNOTES Semi Annual 0 10/18/30	145,000	145,000	141,892
	MYLAN INC SENIOR UNSECURED GLOBAL NOTES Semi Annual 4.55 4/15/28	490,000	482,150	480,062
	NMI HOLDINGS INC SENIOR UNSECURED GLOBALNOTES Semi Annual 6 8/15/29	80,000	79,003	80,341
	NATIONAL BANK OF CANADA SENIOR UNSECUREDNOTES Semi Annual 4.5 10/10/29	250,000	249,490	243,150
	NATIONAL RURAL UTILS COOP FIN SR UNSECURED MEDIUM TERM NOTES Semi Annual 5.6 11/13/26	145,000	144,949	147,393
	NATWEST GROUP PLC SR UNSECURED GLOBAL ADJNOTES Semi Annual 0 8/15/30	200,000	200,000	196,999
	NATWEST MARKETS PLC SENIOR UNSECURED NOTES Semi Annual 1.6 9/29/26	270,000	269,935	256,148
	NEW MOUNTAIN FINANCE CORP SENIOR UNSECUREDGLOBAL NOTES Semi Annual 6.88 2/1/29	35,000	34,637	35,298
	NEW MOUNTAIN FINANCE CORP SENIOR UNSECUREDGLOBAL NOTES Semi Annual 6.2 10/15/27	40,000	39,745	39,965
	NISOURCE INC SENIOR UNSECURED GLOBAL NOTES Semi Annual 5.2 7/1/29	110,000	109,778	110,838
	NISSAN MOTOR ACCEPTANCE SENIOR UNSECUREDNOTES Semi Annual 5.55 9/13/29	90,000	89,891	88,804
	NORDSON CORPORATION SENIOR UNSECUREDGLOBAL NOTES Semi Annual 4.5 12/15/29	115,000	114,778	112,177
	ORACLE CORP SENIOR UNSECURED GLOBAL NOTES Semi Annual 2.65 7/15/26	325,000	323,645	315,086
	ORACLE CORP SENIOR UNSECURED GLOBAL NOTES Semi Annual 2.8 4/1/27	557,000	505,288	534,820
	OWL ROCK TECHNOLOGY FINANCE SENIOR UNSECURED NOTES Semi Annual 4.75 12/15/25	90,000	95,997	89,006
	BLUE OWL CREDIT INCOME SENIOR UNSECUREDNOTES Semi Annual 7.95 6/13/28	70,000	69,614	74,329
	BLUE OWL CAPITAL CORP I SENIOR UNSECUREDGLOBAL NOTES Semi Annual 8.45 11/15/26	55,000	54,748	57,646
	BLUE OWL TECHNOLOGY FINANCE SENIOR UNSECURED NOTES Semi Annual 6.75 4/4/29	85,000	83,979	85,521
	BLUE OWL CAPITAL CORP SENIOR UNSECUREDGLOBAL NOTES Semi Annual 3.75 7/22/25	60,000	63,129	59,497
	BLUE OWL CAPITAL CORP SENIOR UNSECUREDGLOBAL NOTES Semi Annual 5.95 3/15/29	55,000	55,024	55,219
	PNC FINANCIAL SERVICES GROUP SR UNSECUREDGLOBAL ADJ NOTES Semi Annual 0 5/14/30	506,000	509,299	513,136
	PENSKE TRUCK LEASING CO LP SENIOR UNSECUREDNOTES Semi Annual 4 7/15/25	105,000	104,660	104,412
	PHILIP MORRIS INTL INC SENIOR UNSECURED GLOBALNOTES Semi Annual 4.38 11/1/27	40,000	39,705	39,668
	PHILLIPS 66 SENIOR UNSECURED GLOBAL NOTES Semi Annual 5.25 6/15/31	95,000	97,974	95,253
	PLAINS ALL AMERN PIPELINE LP SENIOR UNSECUREDGLOBAL NOTES Semi Annual 4.5 12/15/26	555,000	527,239	552,403
	PRINCIPAL LIFE GLOBAL FDG II SECURED NOTES Semi Annual 5.1 1/25/29	190,000	186,723	190,418
	PROGRESS RESIDENT TR 2021-SFR8 ABS SER.2021- SFR8 CL.C Monthly 1.93 10/17/38	385,000	382,744	366,351
	RADIAN GROUP INC SENIOR UNSECURED GLOBALNOTES Semi Annual 6.2 5/15/29	50,000	49,907	51,312
	REGIONS FINANCIAL CORP SENIOR UNSECUREDGLOBAL NOTES Semi Annual 2.25 5/18/25	577,000	563,206	571,195
	RELiance STANDARD LIFE GLOBAL SECURED NOTES Semi Annual 5.24 2/2/26	55,000	55,000	55,031
	RETAINED VANTAGE DATA 2024-1A ABS SER.2024-1ACL.A2 Monthly 4.99 9/15/49	315,000	315,000	305,359
	RGA GLOBAL FUNDING SECURED NOTES Semi Annual 5.45 5/24/29	90,000	90,000	91,223
	RYDER SYSTEM INC SENIOR UNSECURED GLOBALNOTES Semi Annual 4.95 9/1/29	105,000	104,575	104,630
	SBL HOLDINGS INC SENIOR UNSECURED NOTES Semi Annual 7.2 10/30/34	115,000	114,645	111,846
	SBNA AUTO LEASE TRUST 2024-C ABS SER.2024-CCL.A3 Monthly 4.56 2/22/28	25,000	24,998	24,990
	SCF EQUIPMENT TR LLC 2023-1A ABS SER.2023-1ACL.A2 Monthly 6.56 1/22/30	203,779	203,777	205,322
	SCF EQUIPMENT TR LLC 2022-1A ABS SER.2022-1ACL.A3 Monthly 2.92 7/20/29	55,251	55,242	54,922
	SBNA AUTO LEASE TRUST 2024-AABS SER.2024-ACL.A3 Monthly 5.39 11/20/26	50,000	49,999	50,279
	SEB FUNDING LLC 2021-1A ABS SER.2024-1A CL.A2 Quarterly 7.39 4/30/54	80,000	80,000	81,807
	SBNA AUTO LEASE TRUST 2024-B ABS SER.2024-BCL.A3 Monthly 5.56 11/22/27	70,000	69,990	70,872
	SABINE PASS LIQUEFACTION LLC SECURED NOTES Semi Annual 5.88 6/30/26	527,000	531,580	532,009
	SANTANDER DR AUTO RE TR 2023-5 ABS SER.2023-5CL.B Monthly 6.16 12/17/29	120,000	119,970	122,709
	SANTANDER DR AUTO RE TR 2024-3 ABS SER.2024-3CL.A3 Monthly 5.63 1/16/29	90,000	89,991	91,124
	SANTANDER DR AUTO RE TR 2024-4 ABS SER.2024-4CL.A3 Monthly 4.85 1/16/29	80,000	79,991	80,219
	SANTANDER DR AUTO RE TR 2023-4 ABS SER.2023-4CL.B Monthly 5.77 12/15/28	115,000	114,975	116,575
	SEMPRA ENERGY SENIOR UNSECURED GLOBALNOTES Semi Annual 3.4 2/1/28	401,000	388,990	383,322
	SEMPRA ENERGY SENIOR UNSECURED GLOBALNOTES Semi Annual 5.4 8/1/26	35,000	34,869	35,308
	SIXTH STREET LENDING PARTNERS SENIOR UNSECURED NOTES Semi Annual 6.5 3/11/29	85,000	84,096	86,134
	SIXTH STREET LENDING PARTNERS SENIOR UNSECURED NOTES Semi Annual 5.75 1/15/30	30,000	29,952	29,529
	SOUTHERN CO SENIOR UNSECURED GLOBAL NOTES Semi Annual 3.25 7/1/26	406,000	382,074	397,630
	SOUTHWEST AIRLINES CO SENIOR UNSECUREDGLOBAL NOTES Semi Annual 5.13 6/15/27	306,000	311,542	307,364
	SPRINT CAPITAL CORP SENIOR UNSECURED GLOBALNOTES Semi Annual 6.88 11/15/28	273,000	290,936	289,785
	SPRINT SPECTRUM 1ST LIEN NOTES Quarterly 4.74 3/20/25	14,375	15,258	14,367
	SWEDBANK AB SENIOR NON PREFERRED NOTES Semi Annual 5.41 3/14/29	210,000	210,000	211,674
	SYNCHRONY FINANCIAL SR UNSECURED GLOBAL ADJNOTES Semi Annual 0 8/2/30	70,000	70,000	70,643
	SYNCHRONY BANK SENIOR UNSECURED NOTES Semi Annual 5.4 8/22/25	250,000	249,740	250,306
	SYSCO CORP SENIOR UNSECURED GLOBAL NOTES Semi Annual 5.75 1/17/29	533,000	556,228	548,738

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

As of December 31, 2024

EIN: 75-1151701
Plan #: 001

(a) Party In Interest**	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment (shares)	(d) Cost*	(e) Current Value
	T-MOBILE USA INC 1ST LIEN GLOBAL NOTES SemiAnnual 3.75 4/15/27	302,000	\$ 285,556	\$ 295,042
	TAKE TWO INTERACTIVE SOFTWARE SENIOR UNSECURED GLOBAL NOTES Semi Annual 4.95 3/28/28	150,000	149,820	149,922
	TAKE TWO INTERACTIVE SOFTWARE SENIOR UNSECURED GLOBAL NOTES Semi Annual 5.4 6/12/29	35,000	34,941	35,496
	TAPESTRY INC SENIOR UNSECURED GLOBAL NOTES Semi Annual 5.5 3/11/35	50,000	49,932	48,633
	THERMO FISHER SCIENTIFIC INC SENIOR UNSECUREDGLOBAL NOTES Semi Annual 5 1/31/29	115,000	114,738	115,973
	TORONTO DOMINION BANK SENIOR UNSECUREDGLOBAL NOTES Semi Annual 4.78 12/17/29	175,000	175,000	172,641
	TOYOTA LEASE OWNER TR 2024-B ABS SER.2024-BCL.A3 Monthly 4.21 9/20/27	235,000	234,973	233,649
	TRUSTAGE FINANCIAL GROUP SENIOR UNSECUREDNOTES Semi Annual 4.63 4/15/32	65,000	64,529	59,379
	TRUIST FINANCIAL CORP SR UNSEC ADJ MED TERMNOTES Semi Annual 0 6/6/28	274,000	272,066	269,045
	TRUIST FINANCIAL CORP SR UNSEC ADJ MED TERMNOTES Semi Annual 0 6/8/27	430,000	432,808	437,074
	TRUIST FINANCIAL CORP SR UNSEC ADJ MED TERMNOTES Semi Annual 0 10/30/29	110,000	110,000	117,623
	UBS COMMERCIAL MTG TR 2017-C5 ABS SER.2017-C5CL.ASB Monthly 3.35 11/15/50	283,569	306,964	278,300
	US BANCORP SR UNSECURED GLOBAL ADJ NOTES Semi Annual 0 6/12/29	448,000	448,000	458,119
	UNIVERSAL HEALTH SERVICES INC SECURED GLOBALNOTES Semi Annual 4.63 10/15/29	60,000	59,974	57,871
	VANTAGE DATA CNTRS LLC 2020-1A ABS SER.2020-1ACL.A2 Monthly 1.65 9/15/45	566,000	548,091	552,734
	VMWARE INC SENIOR UNSECURED GLOBAL NOTES Semi Annual 1.4 8/15/26	457,000	399,761	432,922
	VOLKSWAGEN GROUP AMERICA SENIOR UNSECUREDNOTES Semi Annual 5.25 3/22/29	245,000	243,981	242,315
	VSTRONG AUTO RCVBLS TR 2024-AABS SER.2024-ACL.B Monthly 5.77 7/15/30	23,000	22,998	23,281
	WEC ENERGY GROUP INC SENIOR UNSECUREDNOTES Semi Annual 4.75 1/9/26	180,000	179,791	180,096
	WELLS FARGO & CO SR UNSEC ADJ MED TERM NOTES Semi Annual 0 2/11/31	953,000	850,238	840,434
	WELLS FARGO & CO SR UNSECURED GLOBAL ADJNOTES Semi Annual 0 7/25/29	727,000	714,706	738,120
	WELLS FARGO & CO SR UNSECURED GLOBAL ADJNOTES Semi Annual 0 4/22/28	230,000	230,000	233,783
	WHEELS FLEET LEAS FNDG 2023-2A ABS SER.2023-1ACL.A Monthly 5.8 4/18/38	125,649	125,644	126,439
	WHEELS FLEET LEAS FNDG 2024-1A ABS SER.2024-1ACL.A1 Monthly 5.49 2/18/39	100,000	99,993	101,141
	WHEELS FLEET LEAS FNDG 2024-2A ABS SER.2024-2ACL.A1 Monthly 4.87 6/21/39	100,000	99,998	100,129
	WHEELS FLEET LEAS FNDG 2024-3A ABS SER.2024-3ACL.A1 Monthly 4.8 9/19/39	190,000	189,989	189,793
	WILLIAMS COMPANIES INC SENIOR UNSECUREDGLOBAL NOTES Semi Annual 5.4 3/2/26	145,000	144,865	145,978
	WILLIAMS PARTNERS LP SENIOR UNSECURED GLOBAL NOTES Semi Annual 4 9/15/25	157,000	153,598	156,189
	WILLIAMS PARTNERS LP SENIOR UNSECURED NOTES Semi Annual 3.75 6/15/27	395,000	389,427	385,014
	WILLIS NORTH AMERICA INC SENIOR UNSECURED GLOBAL NOTES Semi Annual 4.65 6/15/27	268,000	266,671	267,359
	WISCONSIN PUBLIC SERVICE CORP SENIOR UNSECURED GLOBAL NOTES Semi Annual 4.55 12/1/29	45,000	44,964	44,388
	ZIPLY FIBER ISSUER LLC 2024-1A ABS SER.2024-1A CL.A2 Monthly 6.64 4/20/54	205,000	204,943	210,076
	Total Corporate Debt-Other			\$ 59,756,233
Corporate Debt-Preferred				
	ALLY AUTO REC TR 2022-3 ABS SER.2022-3 CL.A3 Monthly 5.07 4/15/27	39,010	\$ 39,008	\$ 39,087
	AMERICREDIT AUTO REC TR 2024-1 ABS SER.2024-1CL.A3 Monthly 5.43 1/18/29	95,000	94,991	96,006
	AMERICAN CREDIT ACCEP 2022-4 ABS SER.2022-4CL.C Monthly 7.86 2/15/29	6,190	6,189	6,222
	AMERICAN CREDIT ACCEP 2023-4 ABS SER.2023-4CL.B Monthly 6.63 2/14/28	55,000	54,998	55,445
	AMERICAN CREDIT ACCEP 2023-3 ABS SER.2023-3CL.C Monthly 6.44 10/12/29	85,000	84,989	86,025
	AM EX CREDIT ACCT MASTER TRUST ABS SER.2023-1CL.A Monthly 4.87 5/15/28	815,000	818,938	819,323
	AMERICREDIT AUTO REC TR 2022-2 ABS SER.2022-2CL.A3 Monthly 4.38 4/18/28	39,174	39,166	39,130
	AMERICREDIT AUTO REC TR 2021-2 ABS SER.2021-2CL.B Monthly 0.69 1/19/27	10,833	10,832	10,813
	AMERICREDIT AUTO REC TR 2023-1 ABS SER.2023-1CL.B Monthly 5.57 3/20/28	210,000	209,956	212,435
	ATHENE GLOBAL FUNDING SECURED NOTES SemiAnnual 2.5 3/24/28	60,000	59,831	55,258
	ATHENE GLOBAL FUNDING SECURED NOTES SemiAnnual 5.32 11/13/31	135,000	135,000	132,757
	BANK OF AMERICA CC TR 2024-A1 ABS SER.2024-A1CL.A Monthly 4.93 5/15/29	825,000	829,042	832,973
	BANK OF NEW YORK MELLON CORP SR UNSECUREDGLOBAL ADJ NOTES Semi Annual 0 10/25/28	371,000	385,974	380,859
	BANK OF NEW YORK MELLON CORP SR UNSECUREDGLOBAL ADJ NOTES Semi Annual 0 4/26/27	75,000	75,000	75,313
	BANK OF NEW YORK MELLON CORP SR UNSECUREDGLOBAL ADJ NOTES Semi Annual 0 7/22/32	95,000	95,000	94,759
	BANK OF AMERICA NA SENIOR UNSECURED NOTES Semi Annual 5.53 8/18/26	250,000	250,000	253,300
	CLOUD CAPITAL HOLDCO 2024-1A ABS SER.2024-1ACL.A2 Monthly 5.78 11/22/49	175,000	175,000	174,413
	BRIDGECREST AUTO SEC TR 2023-1 ABS SER.2023-1CL.A3 Monthly 6.51 11/15/27	179,907	179,884	180,947
	BRIDGECREST LENDING 2024-3 ABS SER.2024-3 CL.B Monthly 5.37 10/16/28	55,000	55,000	55,377
	BRIGHTHOUSE FINANCIAL GLBL FND SECURED NOTES Semi Annual 1.75 1/13/25	215,000	214,725	214,797
	CARMAX AUTO OWNER TRUST 2024-4 ABS SER.2024-4CL.A3 Monthly 4.6 10/15/29	135,000	134,975	134,991
	CARMAX AUTO OWNER TRUST 2023-2 ABS SER.2023-2CL.A3 Monthly 5.05 1/18/28	260,000	259,972	261,173
	CARMAX AUTO OWNER TRUST 2021-2 ABS SER.2021-2CL.A4 Monthly 0.81 12/15/26	1,044,480	1,044,417	1,032,414
	CARVANA AUTO REC TR 2023-P1 ABS SER.2023-P1CL.A3 Monthly 5.98 12/10/27	144,973	144,947	146,006
	CARVANA AUTO REC TR 2023-N1 ABS SER.2023-N1CL.A Monthly 6.36 4/12/27	33,863	33,862	33,939
	CARVANA AUTO REC TR 2024-P2 ABS SER.2024-P2CL.A3 Monthly 5.33 7/10/29	50,000	49,993	50,527
	CARVANA AUTO REC TR 2024-P3 ABS SER.2024-P3CL.A3 Monthly 4.26 10/10/29	170,000	169,996	168,298
	CHASE AUTO OWNER TR 2024-5A ABS SER.2024-5ACL.A3 Monthly 4.18 8/27/29	55,000	54,994	54,486
	CHUBB INA HOLDINGS INC SENIOR UNSECUREDGLOBAL NOTES Semi Annual 4.65 8/15/29	190,000	189,818	189,324
	CITIZENS AUTO RCVBLS TR 2024-1 ABS SER.2024-1CL.A3 Monthly 5.11 4/17/28	35,000	35,000	35,235
	CREDIT ACCEPTANCE AUTO 2023-1A ABS SER.2023-1ACL.A Monthly 6.48 3/15/33	250,000	249,984	252,775
	CREDIT ACCEPTANCE AUTO 2023-2A ABS SER.2023-2ACL.B Monthly 6.61 7/15/33	210,000	209,976	213,853
	DNB BANK ASA SR PREFERRED ADJ NOTES SemiAnnual 0 11/5/30	235,000	235,000	232,323
	DT AUTO OWNER TRUST 2022-3A ABS SER.2022-3ACL.B Monthly 6.74 7/17/28	58,262	58,262	58,376
	DT AUTO OWNER TRUST 2023-2A ABS SER.2023-2ACL.B Monthly 5.41 2/15/29	85,000	84,994	85,201
	JOHN DEERE CAPITAL CORP SR UNSECURED MEDIUMTERM NOTES Semi Annual 4.9 3/7/31	170,000	169,760	170,054
	DENSO CORP SENIOR UNSECURED NOTES Semi Annual 1.24 9/16/26	200,000	200,000	188,536
	DT AUTO OWNER TRUST 2021-4A ABS SER.2021-4ACL.C Monthly 1.5 9/15/27	33,703	33,702	33,503
	ENTERPRISE FLEET FIN 2022-3 ABS SER.2022-3 CL.A2 Monthly 4.38 7/20/29	19,452	19,449	19,421

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

As of December 31, 2024

EIN: 75-1151701
Plan #: 001

(a) Party In Interest**	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment (shares)	(d) Cost*	(e) Current Value
	ENTERPRISE FLEET FIN 2023-2 ABS SER.2023-2 CL.A2Monthly 5.56 4/22/30	66,496	\$ 66,485	\$ 67,070
	ENTERPRISE FLEET FIN 2024-1 ABS SER.2024-1 CL.A3Monthly 5.16 9/20/30	50,000	49,985	50,534
	ENTERPRISE FLEET FIN 2024-3 ABS SER.2024-3 CL.A4Monthly 5.06 3/20/31	65,000	64,999	65,304
	EXETER AUTO REC TRUST 2024-4A ABS SER.2024-4ACL.C Monthly 5.48 8/15/30	50,000	49,990	50,286
	EXETER AUTO REC TRUST 2022-5A ABS SER.2022-5ACL.B Monthly 5.97 3/15/27	30,649	30,572	30,664
	EXETER AUTO REC TRUST 2023-1A ABS SER.2023-1ACL.B Monthly 5.72 4/15/27	10,641	10,640	10,644
	EXXON MOBIL CORP SENIOR UNSECURED GLOBALNOTES Semi Annual 3.48 3/19/30	235,000	235,000	221,354
	FLAGSHIP CREDIT AUTO TR 2023-1 ABS SER.2023-1CL.A3 Monthly 5.01 8/16/27	105,000	104,992	105,116
	FLAGSHIP CREDIT AUTO TR 2023-2 ABS SER.2023-2CL.C Monthly 5.81 5/15/29	110,000	109,995	110,644
	FLAGSHIP CREDIT AUTO TR 2020-4 ABS SER.2020-4CL.C Monthly 1.28 2/16/27	1,370	1,369	1,368
	FORD CREDIT FLRPLN MSTR OWN A ABS SER.2024-1CL.A1 Monthly 5.29 4/15/29	190,000	189,963	192,601
	FORD CREDIT AUTO OWN TR 2024-B ABS SER.2024-BCL.A4 Monthly 4.96 5/15/30	920,000	919,958	928,350
	FORD CREDIT AUTO OWN TR 2021-1 ABS SER.2021-1CL.A Monthly 1.37 10/17/33	140,000	139,999	134,471
	FOURSIGHT CAP AUTO REC 2022-2 ABS SER.2022-2CL.A3 Monthly 4.59 6/15/27	14,372	14,372	14,366
	GEUC AUTO RCVBLS TR 2023-1A ABS SER.2023-1ACL.A3 Monthly 5.63 8/15/28	100,000	99,984	100,961
	GLS AUTO REC TRUST 2024-1A ABS SER.2024-1A CL.A3Monthly 5.4 9/15/27	40,000	39,999	40,165
	GM FINANCIAL REVOLVING 2024-1 ABS SER.2024-1 CL.AMonthly 4.98 12/11/36	160,000	159,951	161,362
	GLS AUTO SELECT REC TR 2024-4A ABS SER.2024-4ACL.A2 Monthly 4.43 12/17/29	55,000	54,998	54,763
	GLS AUTO REC TRUST 2024-2A ABS SER.2024-2A CL.BMonthly 5.77 11/15/28	105,000	104,986	106,443
	GLS AUTO REC TRUST 2024-3A ABS SER.2024-3A CL.BMonthly 5.08 1/16/29	50,000	49,995	50,210
	GLS AUTO SELECT REC TR 2024-3A ABS SER.2024-3ACL.A2 Monthly 5.59 10/15/29	78,645	78,644	79,562
	GLS AUTO SELECT REC TR 2024-2A ABS SER.2024-2ACL.A2 Monthly 5.58 6/17/30	22,329	22,327	22,581
	GM FNL CONS AUTO REC TR 2024-2 ABS SER.2024-2CL.B Monthly 5.28 10/16/29	200,000	199,951	202,602
	GM FNCL AUTO LEASING TR 2024-3 ABS SER.2024-3CL.A3 Monthly 4.21 10/20/27	50,000	49,994	49,721
	GOLDMAN SACHS BANK USA SENIOR UNSECURED ADJNOTES Semi Annual 0 5/21/27	165,000	165,000	166,287
	HUNTINGTON AUTO TRUST 2024-1A ABS SER.2024-1ACL.A3 Monthly 5.23 1/16/29	65,000	64,998	65,667
	JPMORGAN CHASE & CO SR UNSECURED GLOBAL ADJNOTES Semi Annual 0 10/22/35	170,000	170,000	163,799
	JACKSON NATL LIFE GLBL FUNDING SECURED NOTESSemi Annual 1.75 1/12/25	235,000	234,960	234,804
	JP MORGAN CHASE BANK NA SENIOR UNSECUREDNOTES Semi Annual 5.11 12/8/26	360,000	360,000	363,792
	KAISER FOUNDATION HOSPITALS SENIOR UNSECUREDNOTES Semi Annual 3.15 5/1/27	425,000	423,449	411,531
	LAD AUTO RCVBLS TRUST 2024-2A ABS SER.2024-2ACL.A3 Monthly 5.61 8/15/28	60,000	59,994	60,650
	MERCEDES-BENZ FINANCE NA LLC SENIOR UNSECURED NOTES Semi Annual 4.9 11/15/27	235,000	234,742	234,628
	MINITUBISHI CORP SENIOR UNSECURED NOTES SemiAnnual 5 7/2/29	220,000	219,144	221,077
	MORGAN STANLEY SENIOR UNSECURED ADJ NOTESSemi Annual 0 5/26/28	255,000	255,000	258,551
	NTT FINANCE CORP SENIOR UNSECURED NOTES SemiAnnual 5.11 7/2/29	270,000	270,000	272,009
	NATIONWIDE BUILDING SOCIETY SENIOR PREFERREDNOTES Semi Annual 5.13 7/29/29	315,000	315,000	315,285
	NAVIENT STUDENT LN TR 2020-GA ABS SER.2020-GACL.A Monthly 1.17 9/16/69	19,779	19,776	18,127
	NEW YORK LIFE GLOBAL FUNDING SECURED NOTESSemi Annual 5 6/6/29	190,000	189,635	191,401
	NEW YORK LIFE GLOBAL FUNDING SECURED NOTESSemi Annual 4.6 12/5/29	75,000	74,957	74,455
	NEXTGEAR FLOOR MSTR TR 2024-1A ABS SER.2024-1ACL.A2 Monthly 5.12 3/15/29	190,000	189,963	191,822
	NORDEA BANK ABP SENIOR PREFERRED NOTES SemiAnnual 4.38 9/10/29	270,000	269,795	264,131
	NORTHWESTERN MUTUAL GLBL FNDG SECUREDNOTES Semi Annual 4.9 6/12/28	185,000	184,943	185,059
	OCTANE RECEIVABLES TR 2024-2A ABS SER.2024-2ACL.A2 Monthly 5.8 7/20/32	115,299	115,293	116,549
	PENFED AUTO REC OWN TR 2024-A ABS SER.2024-ACL.A3 Monthly 4.7 6/15/29	50,000	49,995	49,944
	PIONEER NATURAL RESOURCES CO SENIOR UNSECURED NOTES Semi Annual 5.1 3/29/26	110,000	109,946	110,758
	PRESTIGE AUTO REC TR 2023-1A ABS SER.2023-1ACL.C Monthly 5.65 2/15/28	85,000	85,000	85,547
	PRESTIGE AUTO REC TR 2021-1A ABS SER.2021-1ACL.C Monthly 1.53 2/15/28	77,437	77,424	76,557
	PROTECTIVE LIFE GLOBAL FUNDING SECURED NOTESSemi Annual 5.22 6/12/29	155,000	155,000	155,946
	PUBLIC SERVICE ELECTRIC SECURED 1ST MTG MEDTERM NOTES Semi Annual 2.25 9/15/26	520,000	518,289	500,305
	RELIANCE STANDARD LIFE GLOBAL SECURED NOTESSemi Annual 2.75 5/7/25	210,000	209,087	208,429
	ROYAL BANK OF CANADA SR UNSECURED GLOBALADJ NOTES Semi Annual 0 8/2/30	145,000	145,000	143,890
	SFS AUTO RCVBLS SEC TR 2023-1A ABS SER.2023-1ACL.A3 Monthly 5.47 10/20/28	90,000	89,991	90,805
	SFS AUTO RCVBLS SEC TR 2024-3A ABS SER.2024-3ACL.A3 Monthly 4.55 6/20/30	35,000	34,996	34,947
	SANTANDER DR AUTO RE TR 2023-3 ABS SER.2023-3CL.C Monthly 5.77 11/15/30	40,000	40,045	40,657
	SANTANDER DR AUTO RE TR 2022-4 ABS SER.2022-4CL.B Monthly 4.42 11/15/27	118,476	118,448	118,339
	SANTANDER DR AUTO RE TR 2023-1 ABS SER.2023-1CL.C Monthly 5.09 5/15/30	80,000	79,781	80,283
	SIERRA REC FUNDING CO 2024-2A ABS SER.2024-2ACL.A Monthly 5.14 6/20/41	80,714	80,694	80,597
	SREIT TRUST 2021-PALM ABS FLOAT SER.2021-PALMCL.A Monthly 0 10/15/34	265,000	263,818	264,006
	STATE STREET BANK & TRUST CO SENIOR UNSECURED NOTES Semi Annual 4.78 11/23/29	260,000	260,000	259,193
	TEXAS INSTRUMENTS INC SENIOR UNSECUREDGLOBAL NOTES Semi Annual 4.6 2/15/28	375,000	384,015	375,693
	TOTAL CAPITAL INTL SA SENIOR UNSECURED GLOBALNOTES Semi Annual 2.43 1/10/25	140,000	140,000	139,922
	TOYOTA MOTOR CREDIT CORP SENIOR UNSECUREDGLOBAL NOTES Semi Annual 5.05 5/16/29	95,000	94,797	95,685
	TOYOTA AUTO LN EXTEND 2020-1A ABS SER.2020-1ACL.A Monthly 1.35 5/25/33	130,000	129,993	128,299
	TOYOTA AUTO RCVBLS TR 2024-D ABS SER.2024-DCL.A4 Monthly 4.43 4/15/30	960,000	959,743	951,806
	USAA CAPITAL CORP SENIOR UNSECURED NOTESSemi Annual 3.38 5/1/25	150,000	149,510	149,439
	UNITED AUTO CR SEC TR 2022-2 ABS SER.2022-2 CL.CMonthly 5.81 5/10/27	14,882	14,810	14,886
	US BANCORP SR UNSECURED GLOBAL ADJ NOTESSemi Annual 0 7/22/28	309,000	311,537	306,472
	UNITEDHEALTH GROUP INC SENIOR UNSECUREDGLOBAL NOTES Semi Annual 4.95 1/15/32	185,000	184,580	182,913
	VERIZON MASTER TRUST 2023-7 ABS SER.2023-7CL.A1A Monthly 5.67 11/20/29	1,055,000	1,063,350	1,076,363
	VERIZON MASTER TRUST 2024-6 ABS SER.2024-6CL.A1A Monthly 4.17 8/20/30	460,000	459,881	455,576
	WESTLAKE AUTO REC TR 2023-3A ABS SER.2023-3ACL.C Monthly 6.02 9/15/28	145,000	144,990	147,239
	WESTLAKE AUTO REC TR 2024-2A ABS SER.2024-2ACL.A3 Monthly 5.56 2/15/28	50,000	49,996	50,485
	WESTLAKE AUTO REC TR 2024-3A ABS SER.2024-3ACL.A3 Monthly 4.71 4/17/28	65,000	64,994	64,982
	WESTPAC BANKING CORP SENIOR UNSECUREDGLOBAL NOTES Semi Annual 5.05 4/16/29	110,000	109,797	111,202

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

As of December 31, 2024

EIN: 75-1151701
Plan #: 001

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	WORLD OMNI SELECT AUTO 2021-A ABS SER.2021-A CL.B Monthly 0.85 8/16/27	62,361	\$ 62,347	\$ 61,966
	WORLD OMNI AUTO REC TR 2021-C ABS SER.2021-CCL.B Monthly 0.84 9/15/27	750,000	749,787	732,212
	WORLD OMNI AUTO REC TR 2024-C ABS SER.2024-CCL.A3 Monthly 4.43 12/17/29	70,000	69,986	69,758
	Total Corporate Debt - Preferred			\$ 21,251,541
	Corporate Stocks - Common			
	ABB LIMITED COMMON STOCK - SPONSORED ADR	11,331	\$ 297,326	\$ 608,588
	AIA GROUP LTD COMMON STOCK - ADR 0	13,067	508,115	376,591
	ADIDAS AG COMMON STOCK - SPONSORED ADR 0	3,362	394,473	409,391
	AGILENT TECHNOLOGIES INC COMMON STOCK 0	879	110,393	118,085
	AIR LIQUIDE COMMON STOCK - UNSPONSORED ADR 0	17,790	532,810	573,728
	ALIGN TECHNOLOGY INC COMMON STOCK 0	646	158,919	134,697
	ALLEGHENY TECHNOLOGIES INC COMMON STOCK 0	2,354	108,865	129,564
	ALNYLAM PHARMACEUTICALS INC COMMON STOCK 0	326	68,375	76,711
	AMPHENOL CORP COMMON STOCK CL.A 0	1,756	71,856	121,954
	APOLLO GLOBAL MANAGEMENT INC COMMON STOCK 0	1,307	114,819	215,864
	APPROVIN CORP COMMON STOCK 0	1,123	344,053	363,661
	ARISTA NETWORKS INC COMMON STOCK 0	2,445	109,315	270,246
	ASICS CORP COMMON STOCK - UNSPONSORED ADR 0	13,561	55,513	267,016
	ASTRAZENCA PLC COMMON STOCK - SPONSORED ADR 0	5,415	425,906	354,791
	AVANTOR INC COMMON STOCK 0	2,458	58,224	51,790
	BWX TECHNOLOGIES INC COMMON STOCK 0	672	51,013	74,854
	BANKINTER SA COMMON STOCK - ADR 0	28,857	232,983	225,662
	BEACON ROOFING SUPPLY INC COMMON STOCK 0	2,319	208,244	235,564
	BILL.COM HOLDINGS INC COMMON STOCK 0	2,234	158,451	189,242
	BORGWARNER INC COMMON STOCK 0	3,073	121,740	97,691
	BRIGHT HORIZONS FAMILY SOLUTNS COMMON STOCK 0	1,319	120,665	146,211
	BUILDERS FIRSTSOURCE INC COMMON STOCK 0	788	118,030	112,629
	BUREAU VERITAS SA COMMON STOCK - ADR 0	7,046	412,800	424,734
	BURLINGTON STORES COMMON STOCK 0	801	143,359	228,333
	CAESARS ENTERTAINMENT INC COMMON STOCK 0	2,869	140,029	95,882
	CAPGEMINI SE COMMON STOCK - UNSPONSORED ADR 0	13,408	527,208	435,224
	CARLYLE GROUP INC/THE COMMON STOCK 0	3,557	158,266	179,593
	CHENIERE ENERGY INC COMMON STOCK 0	484	100,775	103,997
	CHIPOTLE MEXICAN GRILL INC COMMON STOCK 0	1,355	53,016	81,707
	CINTAS CORPORATION COMMON STOCK 0	580	65,894	105,966
	COGNEX CORP COMMON STOCK 0	725	29,851	25,999
	COGNIZANT TECH SOLUTIONS CORP COMMON STOCK 0	2,153	152,347	165,566
	COINBASE GLOBAL INC COMMON STOCK 0	660	150,756	163,878
	COMPAGNIE FINANCIERE RICHEMONT COMMON STOCK - ADR 0	31,600	435,078	479,688
	COMPASS GROUP PLC COMMON STOCK - SPONSORED ADR 0	16,425	344,807	551,716
	CONTINENTAL AG COMMON STOCK - SPONSORED ADR 0	23,045	177,767	152,327
	COSTAR GROUP INC COMMON STOCK 0	993	92,898	71,089
	CRODA INTERNATIONAL PLC COMMON STOCK - ADR 0	9,197	245,880	192,861
	CROWDSTRIKE HOLDINGS INC COMMON STOCK CL.A 0	266	50,462	91,015
	DBS GROUP HOLDINGS COMMON STOCK - ADR 0	2,457	176,518	314,594
	DATADOG INC COMMON STOCK CL.A 0	831	111,526	118,742
	DEXCOM INC COMMON STOCK 0	2,053	173,697	159,662
	DIPLOMA PLC COMMON STOCK - ADR 0	1,927	344,103	411,299
	DISCO CORP COMMON STOCK - ADR 0	5,373	143,719	142,761
	DOMINO'S PIZZA INC COMMON STOCK 0	218	79,310	91,508
	DRAFTKINGS INC COMMON STOCK 0	3,863	154,169	143,704
	DSV A/S COMMON STOCK - ADR 0	1,600	170,451	169,920
	EAGLE MATERIALS INC COMMON STOCK 0	805	132,620	198,642
	ENTEGRIS INC COMMON STOCK 0	219	25,116	21,694
	EPAM SYSTEMS INC COMMON STOCK 0	883	211,383	206,463
	EPIROC AB COMMON STOCK - ADR 0	18,142	341,527	314,945
	EQUIFAX INC COMMON STOCK 0	409	77,542	104,234
	EXPERIAN PLC COMMON STOCK - ADR 0	9,639	381,988	411,874
	FAIR ISAAC CORP COMMON STOCK 0	123	69,956	244,884
	FANUC CORPORATION COMMON STOCK - UNSPONSORED ADR 0	24,604	347,413	320,836
	FIRST INDUSTRIAL REALTY TRUST COMMON STOCK 0	1,893	98,621	94,896
	FORTINET INC COMMON STOCK 0	2,263	162,268	213,808
	GE HEALTHCARE TECHNOLOGIES INC COMMON STOCK 0	931	70,236	72,786
	GARTNER INC COMMON STOCK 0	149	63,829	72,186
	GILDAN ACTIVEWEAR INC COMMON STOCK 0	9,000	337,701	423,450
	GUIDEWIRE SOFTWARE INC COMMON STOCK 0	1,121	95,123	188,978
	HALMA PLC COMMON STOCK - ADR 0	5,058	280,049	346,473
	HEXAGON AB COMMON STOCK - ADR 0	13,028	129,300	123,310
	HOLOGIC INC COMMON STOCK 0	1,840	137,346	132,646
	HOYA CORP COMMON STOCK - ADR 0	3,144	334,691	389,856
	HUBSPOT INC COMMON STOCK 0	300	144,084	209,031
	HUNT J B TRANS SVCS INC COMMON STOCK 0	485	89,482	82,770
	IMCD NV COMMON STOCK - ADR 0	4,887	366,888	362,957

MARY KAY INC. PROFIT SHARING AND 401(k) PLAN
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	IDEXX LABS INC COMMON STOCK 0	282	\$ 130,172	\$ 116,590
	ING GROEP NV COMMON STOCK 0	26,100	336,987	408,987
	INSPIRE MEDICAL SYSTEMS INC COMMON STOCK 0	817	142,888	151,455
	JAMES HARDIE INDUSTRIES PLC COMMON STOCK - ADR 0	7,073	271,430	217,919
	KBC GROEP NV COMMON STOCK - UNSPONSORED ADR 0	9,926	336,697	382,846
	KBR INC COMMON STOCK 0	1,685	102,345	97,612
	KLA TENCOR CORP COMMON STOCK 0	158	76,959	99,559
	KKR & CO INC COMMON STOCK CL.A 0	1,907	111,184	282,064
	KAO CORP COMMON STOCK - ADR 0	21,209	170,962	171,367
	KNIGHT SWIFT TRANSPORTATION HO COMMON STOCK 0	1,898	102,061	100,670
	L3HARRIS TECHNOLOGIES INC COMMON STOCK 0	684	142,619	143,832
	LAMB WESTON HOLDINGS INC COMMON STOCK 0	1,302	85,884	87,013
	LATTICE SEMICONDUCTOR CORP COMMON STOCK 0	2,195	125,338	124,347
	LITHIA MOTORS INC COMMON STOCK CL.A 0	410	113,687	146,546
	LONDON STOCK EXCHANGE GRP PLC COMMON STOCK - ADR 0	11,332	298,405	404,439
	MSCI INC COMMON STOCK CL.A 0	237	119,485	142,202
	MARVELL TECHNOLOGY INC COMMON STOCK 0	2,196	143,543	242,548
	MATCH GROUP INC COMMON STOCK 0	939	32,567	30,715
	MATTEL INC COMMON STOCK 0	8,631	174,858	153,028
	METTLER TOLEDO INTERNATIONAL COMMON STOCK 0	112	135,612	137,052
	MITSUI FUDOSAN CO LTD COMMON STOCK - ADR 0	11,342	323,631	271,754
	MIZUHO FINANCIAL GROUP INC COMMON STOCK - ADR 0	120,874	497,151	591,074
	MOBILEYE GLOBAL INC COMMON STOCK 0	2,900	85,174	57,768
	MODINE MANUFACTURING CO COMMON STOCK 0	1,013	131,042	117,437
	MONGODDB INC COMMON STOCK 0	518	184,880	120,596
	MONOLITHIC POWER SYSTEMS INC COMMON STOCK 0	332	192,315	196,444
	MTU AERO ENGINES AG COMMON STOCK - ADR 0	2,974	343,729	492,732
	NASDAQ INC COMMON STOCK 0	791	40,125	61,152
	NATERA INC COMMON STOCK 0	2,063	124,664	326,573
	NIPPON SANSO HOLDINGS CORP COMMON STOCK - ADR 0	24,749	360,719	338,628
	NITORI HOLDINGS CO LTD COMMON STOCK - ADR 0	26,895	376,065	318,437
	NOMURA RESEARCH INSTITUTE LTD COMMON STOCK - ADR 0	9,559	264,740	280,843
	NORDEA BANK ABP COMMON STOCK - ADR 0	16,687	196,408	181,721
	NOVO-NORDISK AS COMMON STOCK - SPONSORED ADR 0	7,552	685,058	649,623
	PALANTIR TECHNOLOGIES INC COMMON STOCK 0	6,077	153,556	459,604
	PERMIAN RESOURCES CORP COMMON STOCK 0	10,175	118,666	146,317
	PUMA SE COMMON STOCK - ADR 0	41,100	193,291	186,183
	QUANTA SERVICES INC COMMON STOCK 0	520	85,786	164,346
	RECRUIT HOLDINGS CO LTD COMMON STOCK - ADR 0	19,701	124,733	275,223
	RELX PLC COMMON STOCK - SPONSORED ADR 0	21,070	562,409	956,999
	RENASAS ELECTRONICS CORP COMMON STOCK - ADR 0	22,408	163,889	141,731
	RESMED INC COMMON STOCK 0	605	128,498	138,357
	ROLLINS INC COMMON STOCK 0	2,124	106,824	98,447
	ROSS STORES INC COMMON STOCK 0	1,030	119,098	155,808
	RYANAIR HOLDINGS PLC COMMON STOCK - ADR 0	8,772	309,237	382,372
	SAMPO OYJ COMMON STOCK - UNSPONSORED ADR 0	16,991	372,602	343,898
	SAP AG COMMON STOCK 0	1,518	202,892	373,747
	SHIN-ETSU CHEM-UNSPON COMMON STOCK - ADR 0	17,086	332,153	282,261
	SIEMENS AG COMMON STOCK - ADR 0	4,791	455,781	463,194
	SKECHERS USA INC COMMON STOCK 0	810	57,834	54,464
	BLOCK INC COMMON STOCK CL.A 0	3,295	246,639	280,042
	STANLEY BLACK & DECKER INC COMMON STOCK 0	701	60,261	56,283
	SUNCOR ENERGY INC COMMON STOCK 0	9,444	244,329	336,962
	SUZUKI MOTOR CORP COMMON STOCK - ADR 0	5,948	265,568	267,838
	SYMRISE AG COMMON STOCK - ADR 0	10,889	332,078	287,578
	TECHTRONIC INDUSTRIES CO LTD COMMON STOCK - ADR 0	5,437	353,783	356,722
	THALES SA COMMON STOCK - ADR 0	12,028	309,197	343,641
	TRADE DESK INC/THE COMMON STOCK CL.A 0	2,364	158,668	277,841
	3I GROUP PLC COMMON STOCK - ADR 0	11,688	231,933	264,149
	TOKYO ELECTRON LTD COMMON STOCK - UNSPONSORED ADR 0	4,410	408,038	332,911
	TRACTOR SUPPLY CO COMMON STOCK 0	355	16,034	18,836
	TRANSUNION COMMON STOCK 0	1,898	152,128	175,964
	TREX COMPANY INC COMMON STOCK 0	881	72,051	60,815
	TWILIO INC COMMON STOCK 0	2,764	203,138	298,733
	UNILEVER PLC COMMON STOCK - SPONSORED ADR 0	16,221	847,406	919,731
	UNITED THERAPEUTICS CORP COMMON STOCK 0	145	58,376	51,162
	UNIVERSAL MUSIC GROUP NV COMMON STOCK - ADR 0	27,413	302,300	349,790
	VAT GROUP AG COMMON STOCK - ADR 0	2,924	152,327	110,176
	VEEVA SYS INC COMMON STOCK CL.A 0	1,103	211,137	231,906
	WASTE CONNECTIONS INC COMMON STOCK 0	583	87,802	100,031
	XPO LOGISTICS INC COMMON STOCK 0	2,608	180,837	342,039
	ZSCALER INC COMMON STOCK 0	746	147,218	134,586
	AON PLC COMMON STOCK 0	2,498	553,859	897,182
	CRH PLC COMMON STOCK 0	1,909	148,086	176,621

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	FTAI AVIATION LTD COMMON STOCK 0	2,976	\$ 113,736	\$ 428,663
	ICON PLC COMMON STOCK 0	1,301	312,353	272,833
	STERIS PLC COMMON STOCK 0	662	143,113	136,081
	ALCON AG COMMON STOCK 0	1,710	135,031	145,162
	CHUBB LIMITED COMMON STOCK 0	1,058	238,693	292,325
	ON HOLDING AG COMMON STOCK 0	1,799	73,771	98,531
	ASM INTERNATIONAL NV COMMON STOCK 0	294	110,940	167,330
	ASML HOLDING NV COMMON STOCK 0	832	608,722	576,640
	Total Corporate Stocks - Common			\$ 35,850,642
	Interest-bearing Cash			
	JP MORGAN TRUST II US GOVT MMF INST CLASS 0	14,215,825	\$ 14,215,825	\$ 14,215,825
	Total Interest-bearing Cash			\$ 14,215,825
	Pooled Separate Accounts			
	New York Life Anchor Acct III		*	\$ 22,958,045
	JP Morgan Investment Management Large Cap Growth		*	45,992,036
	Total Pooled Separate Accounts			\$ 68,950,081
**	Participant Loans (Interest Rate 4.25% - 9.50%)		-0-	\$ 6,160,928
	Registered Investment Companies			
	American Century Ultra-Inv		*	\$ 15,299,427
	American Funds Washington Mutual-A		*	20,254,050
	T Rowe Price Small-Cap Value		*	20,872,929
	Vanguard Intermediate-Term Bond Index-Inst		*	7,629,553
	American Funds EuroPacific GR R4		*	12,495,521
	Janus Henderson Enterprise I		*	10,535,524
	Vanguard Target Retirement Income INV		*	9,610,142
	Vanguard Institutional Index Fund		*	35,350,495
	Vanguard FTSE Social Index Admiral		*	3,265,853
	VANGUARD TARGET RETIREMENT 2020 INV		*	3,890,740
	VANGUARD TARGET RETIREMENT 2025 INV		*	12,150,026
	VANGUARD TARGET RETIREMENT 2030 INV		*	20,730,362
	VANGUARD TARGET RETIREMENT 2035 INV		*	27,613,452
	VANGUARD TARGET RETIREMENT 2040 INV		*	19,517,586
	VANGUARD TARGET RETIREMENT 2045 INV		*	14,815,995
	VANGUARD TARGET RETIREMENT 2050 INV		*	11,482,784
	VANGUARD TARGET RETIREMENT 2055 INV		*	5,151,089
	VANGUARD TRGT RETIRE 2060 INV		*	3,606,680
	VANGUARD TRGT RETIRE 2065 INV		*	1,087,438
	VANGUARD TARGET RETIREMENT 2070 INV		*	513,617
	LAZARD EMERG MKT EQY-INST MUTUAL FUND 0	73,837	1,298,248	1,323,160
	VANGUARD INSTITUTIONAL INDEX FUND 0	109,657	28,807,708	52,514,571
	VANGUARD RUSSELL 1000 GROWTH INDEX FUND 0	33,942	16,533,581	26,965,264
	Total Registered Investment Companies			\$ 336,676,258
	U.S. Government			
	FHLMC GOLD POOL #G08595 Monthly 4 7/1/44	52,811	\$ 56,301	\$ 49,302
	FHLMC GOLD POOL #G08596 Monthly 4.5 7/1/44	61,315	66,708	58,991
	FHLMC GOLD POOL #C09068 Monthly 3.5 11/1/44	75,620	78,610	68,302
	FHLMC POOL #SD4997 Monthly 5 10/1/53	708,185	689,651	684,793
	FHLMC POOL #SD8349 Monthly 5.5 8/1/53	1,504,390	1,496,828	1,486,701
	FHLMC POOL #SD8382 Monthly 5 12/1/53	156,903	149,303	151,555
	FHLMC POOL #SD3977 Monthly 5 4/1/53	869,862	853,857	840,941
	FHLMC ABS SER.KJ26 CL.A2 Monthly 2.61 7/25/27	325,547	332,041	317,307
	FNMA POOL #889720 Monthly 6.5 7/1/38	1,436	1,474	1,488
	FNMA POOL #MA4580 Monthly 3.5 4/1/52	928,004	928,257	822,516
	FNMA POOL #MA4656 Monthly 4.5 7/1/52	787,539	762,251	742,191
	FNMA POOL #MA4699 Monthly 3.5 8/1/52	84,401	73,244	74,740
	FNMA POOL #MA4737 Monthly 5 8/1/52	600,813	599,780	581,820
	FNMA POOL #MA5245 Monthly 5 1/1/54	1,805,200	1,774,941	1,743,339
	GNMA CMO FLOAT SER.2018-H11 CL.FJ Monthly 0 6/20/68	555,104	545,650	555,759
	GNMA CMO FLOAT SER.2019-H01 CL.FL Monthly 0 12/20/68	71,634	71,590	71,718
	GNMA CMO SER.2019-H04 CL.NA Monthly 3.5 9/20/68	538,758	577,581	499,157
	GNMA CMO FLOAT SER.2019-H10 CL.FM Monthly 0 5/20/69	209,149	208,822	208,552
	UNITED STATES OF AMERICA TREASURY NOTES SemiAnnual 3.88 12/31/27	1,000,000	1,015,977	988,522
	UNITED STATES OF AMERICA TREASURY NOTES SemiAnnual 3.63 3/31/28	3,370,000	3,369,466	3,300,655
	UNITED STATES OF AMERICA TREASURY NOTES SemiAnnual 3.38 5/15/33	475,000	459,383	436,514
	UNITED STATES OF AMERICA TREASURY NOTES SemiAnnual 3.63 5/31/28	1,465,000	1,445,297	1,432,911
	UNITED STATES OF AMERICA TREASURY NOTES SemiAnnual 3.75 5/31/30	892,000	865,969	863,357
	UNITED STATES OF AMERICA TREASURY NOTES SemiAnnual 4 6/30/28	505,000	501,844	499,778
	UNITED STATES OF AMERICA TREASURY NOTES SemiAnnual 4.13 7/31/28	4,171,000	4,118,852	4,142,214
	UNITED STATES OF AMERICA TREASURY NOTES SemiAnnual 4.38 8/31/28	720,000	723,150	720,572

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	UNITED STATES OF AMERICA TREASURY NOTES SemiAnnual 4.63 9/30/28	490,000	\$ 485,961	\$ 494,582
	UNITED STATES OF AMERICA TREASURY NOTES SemiAnnual 4.88 10/31/28	1,470,000	1,498,879	1,496,437
	UNITED STATES OF AMERICA TREASURY BONDS SemiAnnual 4.5 11/15/33	2,030,000	2,081,654	2,020,811
	UNITED STATES OF AMERICA TREASURY NOTES SemiAnnual 4.38 11/30/28	4,490,000	4,529,323	4,491,817
	UNITED STATES OF AMERICA TREASURY NOTES SemiAnnual 4 1/31/29	567,000	558,654	559,233
	UNITED STATES OF AMERICA TREASURY BONDS SemiAnnual 4 2/15/34	1,920,000	1,840,716	1,838,130
	UNITED STATES OF AMERICA TREASURY NOTES SemiAnnual 4.13 2/15/27	1,591,000	1,571,017	1,586,664
	UNITED STATES OF AMERICA TREASURY NOTES SemiAnnual 4.25 2/28/29	2,575,000	2,576,195	2,562,964
	UNITED STATES OF AMERICA TREASURY NOTES SemiAnnual 4.13 3/31/29	1,585,000	1,555,034	1,569,418
	UNITED STATES OF AMERICA TREASURY NOTES SemiAnnual 4.63 4/30/29	6,168,000	6,148,186	6,227,114
	UNITED STATES OF AMERICA TREASURY NOTES SemiAnnual 4.38 5/15/34	2,590,000	2,594,385	2,550,189
	UNITED STATES OF AMERICA TREASURY NOTES SemiAnnual 4.5 5/31/29	780,000	784,664	783,727
	UNITED STATES OF AMERICA TREASURY NOTES SemiAnnual 4.25 6/30/29	4,750,000	4,773,951	4,723,706
	UNITED STATES OF AMERICA TREASURY NOTES SemiAnnual 4.38 7/15/27	1,845,000	1,849,907	1,849,734
	UNITED STATES OF AMERICA TREASURY BONDS SemiAnnual 3.88 8/15/34	1,615,000	1,612,513	1,527,044
	UNITED STATES OF AMERICA TREASURY NOTES SemiAnnual 3.75 8/31/26	230,000	230,898	228,180
	UNITED STATES OF AMERICA TREASURY NOTES SemiAnnual 3.63 8/31/29	1,555,000	1,565,079	1,505,628
	UNITED STATES OF AMERICA TREASURY NOTES SemiAnnual 3.38 9/15/27	2,279,000	2,237,203	2,227,084
	UNITED STATES OF AMERICA TREASURY NOTES SemiAnnual 3.5 9/30/29	2,365,000	2,329,892	2,275,588
	UNITED STATES OF AMERICA TREASURY NOTES SemiAnnual 4.13 10/31/29	1,035,000	1,029,823	1,023,081
	UNITED STATES OF AMERICA TREASURY BONDS SemiAnnual 4.25 11/15/34	1,360,000	1,335,608	1,324,554
	UNITED STATES OF AMERICA TREASURY NOTES SemiAnnual 4 11/15/27	4,430,000	4,415,414	4,410,452
	UNITED STATES OF AMERICA TREASURY NOTES SemiAnnual 4.13 11/30/29	2,615,000	2,606,476	2,585,291
	Total U.S Government			\$ 71,205,123
	Total Assets			\$ 780,946,193

** A party-in interest as defined by ERISA

* Cost omitted for participant directed investments

MARY KAY INC. PROFIT SHARING AND 401(k) PLAN
FORM 5500, SCHEDULE H, LINE 4j - SCHEDULE OF REPORTABLE TRANSACTIONS
Year Ended December 31, 2024

EIN: 75-1151701
Plan #: 001

(a) Identity of Party	(b) Description of Asset	Number of Purchase Transactions	(c) Purchase Price	Number of Sell Transactions	(d) Selling Price	(g) Cost of Assets	(h) Current Value of Asset on Transaction Date	(i) Net Gain (Loss)
<u>Category (iii) - Series of securities transactions in excess of 5% of Plan Assets</u>								
JP Morgan	JPMorgan Trust II US GOVT MMF INST Class	16	\$ 57,646,600	-	\$ -	\$ 57,646,600	\$ 57,646,600	\$ -
JP Morgan	JPMorgan Trust II US GOVT MMF INST Class	-	-	178	57,347,943	57,347,943	57,347,943	-

* A party-in-interest as defined by ERISA

Columns (e) and (f) are not applicable

Form 5500 Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Annual Return/Report of Employee Benefit Plan This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code). ▶ Complete all entries in accordance with the instructions to the Form 5500.	OMB Nos. 1210-0110 1210-0089 2024 This Form is Open to Public Inspection
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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.)
	☒ a single-employer plan ☐ a DFE (specify) _____
B This return/report is:	☐ the first return/report ☐ the final return/report
	☐ an amended return/report ☐ a short plan year return/report (less than 12 months)
C If the plan is a collectively-bargained plan, check here.	☐
D Check box if filing under:	☒ Form 5558 ☐ automatic extension ☐ the DFVC program
	☐ special extension (enter description)
E If this is a retroactively adopted plan permitted by SECURE Act section 201, check here.	☐

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

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

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

SIGN HERE		8/28/2025	Patrick Cargo
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE			
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

MARY KAY INC. PROFIT SHARING AND 401(k) PLAN
FORM 5500, SCHEDULE H, LINE 4j - SCHEDULE OF REPORTABLE TRANSACTIONS
Year Ended December 31, 2024

EIN: 75-1151701
Plan #: 001

(a) Identity of Party	(b) Description of Asset	Number of Purchase Transactions	(c) Purchase Price	Number of Sell Transactions	(d) Selling Price	(g) Cost of Assets	(h) Current Value of Asset on Transaction Date	(i) Net Gain (Loss)
<u>Category (iii) - Series of securities transactions in excess of 5% of Plan Assets</u>								
JP Morgan	JPMorgan Trust II US GOVT MMF INST Class	16	\$ 57,646,600	-	\$ -	\$ 57,646,600	\$ 57,646,600	\$ -
JP Morgan	JPMorgan Trust II US GOVT MMF INST Class	-	-	178	57,347,943	57,347,943	57,347,943	-

* A party-in-interest as defined by ERISA

Columns (e) and (f) are not applicable

MARY KAY INC. PROFIT SHARING AND 401(k) PLAN
FORM 5500, SCHEDULE H, LINE 4(i) - SCHEDULE OF ASSETS (HELD AT END OF YEAR)
As of December 31, 2024

EIN: 75-1151701
Plan #: 001

(a) Party In Interest**	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment (shares)	(d) Cost*	(e) Current Value
	Collective Trust			
	BENEFITS TRUST BGO DAILY VALUE FUND 0	874,618	\$ 12,878,836	\$ 11,174,466
	COOKE & BIELER LARGE CAP VALUE CIT 0	4,778,398	52,755,301	51,415,561
	INTERCONTINENTAL REAL ESTATE ENHANCED CORE US RE INCOME FD 0	947,490	13,550,000	11,382,132
	WEDGE CAPITAL SMID CAP VALUE FUND CLASS C 0	1,747,692	20,491,913	25,236,672
	TCW CONCENTRATED CORE FUND CL B 0	426,633	14,718,328	26,498,173
	WELLINGTON TRUST COMPANY INTERNATIONAL QUALITY GROTH C 0	1,507,347	21,917,322	25,986,669
	LORD ABBETT SMALL CAP GROWTH EQ TR II CL.R 0	1,544,857	9,809,711	12,608,507
	7-Eleven Inc, 0.95%, due 2/10/2026		*	2,186
	AEP Texas Restoration Funding LLC, 2.06%, due 2/1/2027		*	262
	AerCap Ireland Capital DAC / AerCap Global Aviation Trust, 1.75%, due 1/30/2026		*	876
	AerCap Ireland Capital DAC / AerCap Global Aviation Trust, 2.45%, due 10/29/2026		*	1,394
	Air Lease Corp, 1.88%, due 8/15/2026		*	2,037
	Air Lease Corp, 2.88%, due 1/15/2026		*	618
	Alexandria Real Estate Equities Inc., 3.80%, due 4/15/2026		*	1,026
	Ameren Corp, 1.95%, due 3/15/2027		*	2,278
	American Electric Power, 2.30%, due 03/01/2030		*	694
	American Intl Group, 3.90%, due 4/1/2026		*	980
	American Heritage Auto Receivables Trust, 4.90%, due 9/17/2029		*	389
	American Tower Corp, 5.25%, due 7/15/2028		*	1,430
	AmeriCredit Automobile Receivables Trust, 4.81%, due 4/18/2028		*	927
	Amgen, Inc., 2.20%, due 2/21/2027		*	1,075
	Amur Equipment Finance Receivables XI LLC, 5.30%, due 6/21/2028		*	111
	Anglo American Capital PLC, 2.63%, due 9/10/2030		*	944
	Apple Inc, 1.13%, due 5/11/2025		*	593
	ASB Bank Ltd, 1.63%, due 10/22/2026		*	2,440
	AT&T Inc, 4.30%, due 2/15/2030		*	1,889
	AutoZone Inc, 3.75%, due 4/18/2029		*	921
	Auxilior Term Funding LLC, 5.49%, due 7/15/2031		*	243
	Avalonbay Communities, 3.30%, due 6/1/2029		*	845
	Bacardi Ltd. / Bacardi-Martini BV, 5.25%, due 1/15/2029		*	1,728
	Baker Hughes Holdings LLC / Baker Hughes Co-Obligor Inc, 2.06%, due 12/15/2026		*	1,120
	Ballyrock CLO 23 Ltd., 6.61%, due 4/25/2036		*	2,433
	BANK 2020-BNK25, 2.61%, due 1/15/2063		*	2,526
	BANK 2021-BNK37, 2.51%, due 11/15/2064		*	2,526
	BANK, 5.66%, due 2/15/2056		*	1,887
	BANK, 6.05%, due 5/15/2057		*	2,239
	Bank of America Corp, 2.88%, due 10/22/2030		*	795
	Bank of America Corp, 3.42%, due 12/20/2028		*	2,026
	Bank of America Merrill Lynch Commercial Mortgage Trust, 3.57%, due 2/15/2050		*	1,355
	Barclays PLC, 5.30%, due 8/9/2026		*	490
	BAT International Finance PLC, 5.93%, due 2/2/2029		*	1,238
	Bayer US Finance LLC, 6.13%, due 11/21/2026		*	679
	BBCMS Mortgage Trust 2020-C8, 2.04%, due 10/15/2053		*	1,370
	BBCMS Mortgage Trust, 5.50%, due 12/15/2055		*	5,553
	Benchmark Mortgage Trust, 2.79%, due 12/15/2062		*	3,888
	Benchmark Mortgage Trust, 5.42%, due 11/15/2057		*	907
	Bio-Rad Laboratories, Inc., 3.30%, due 3/15/2027		*	279
	BlackRock 1-3 Year Credit Bond Index Non-Lendable Fund		*	244,928
	BlackRock 1-3 Year Government Bond Index Fund		*	165,138
	BlackRock Asset-Backed Securities Index Fund		*	113,585
	BlackRock Commercial Mortgage-Backed Securities Index Fund		*	44,418
	BlackRock Intermediate Government/Credit Bond Index Fund		*	54
	BlackRock Mortgage-Backed Securities Index Fund		*	142,170
	BMO Mortgage Trust, 5.33%, due 9/15/2054		*	2,663
	BMO Mortgage Trust, 6.05%, due 5/15/2057		*	2,100
	BMW Vehicle Owner Trust, 3.21%, due 8/25/2026		*	224
	BNP Paribas SA, 1.68%, due 6/30/207		*	970
	BP Capital Markets America Inc, 1.75%, due 8/10/2030		*	920
	Broadcom Inc, 3.42%, due 4/15/2033		*	1,967
	Capital One Financial Corp, 3.75%, due 3/9/2027		*	1,184
	Capital One Multi-Asset Execution Trust, 3.49%, due 5/15/2027		*	8,009
	CarMax Auto Owner Trust, 2023-3, 5.28%, due 5/15/2028		*	361
	CarMax Auto Owner Trust, 2024-3, 4.89%, due 7/16/2029		*	468
	Carrier Global Corp, 2.24%, due 2/15/2025		*	867
	Cash		*	3,664
	CD Mortgage Trust, 3.25%, due 11/10/2049		*	3,485
	CIFC Funding 2022-III Ltd., 6.03%, due 4/21/2035		*	2,429
	Citigroup Commerical Mortgage Trust 2016-P6, 3.51%, due 12/10/2049		*	458
	Citigroup Commerical Mortgage Trust 2020-GC46, 2.71%, due 2/15/2053		*	437
	Citigroup Commercial Mortgage Trust, 2.45%, due 7/10/2049		*	1,613
	Citigroup Commerical Mortgage Trust, 3.21%, due 10/12/2050		*	1,130
	Citigroup Inc, 2.67%, due 1/29/2031		*	698
	Citizens Bank NA, 2.25%, 4/28/2025		*	597

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

As of December 31, 2024

EIN: 75-1151701
Plan #: 001

(a) Party In Interest**	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment (shares)	(d) Cost*	(e) Current Value
	CNH Equipment Trust, 2.94%, due 7/15/2027		*	\$ 2,949
	CNH Equipment Trust, 3.89%, due 8/16/2027		*	499
	CNH Equipment Trust, 5.19%, due 9/17/2029		*	804
	CNH Industrial Capital LLC, 5.10%, due 4/20/2029		*	872
	COMM 2019-GC44 MTG TR, 2.83%, due 8/15/2057		*	1,318
	Connecticut GO Bonds, 2.10%, due 7/1/2025		*	180
	Cooperatieve Rabobank UA, 1.34%, due 6/24/2026		*	1,037
	Cousins Properties LP, 5.38%, due 2/15/2032		*	375
	Crown Castle Intl Corp, 1.35%, due 7/15/2025		*	757
	Crown Castle Intl Corp, 3.30%, due 7/1/2030		*	887
	CSAIL 2019-C18 COML, 2.84%, due 12/15/2052		*	321
	CSX Corp, 3.35%, due 11/1/2025		*	800
	CVS Health Corp, 2.13%, due 9/15/2031		*	919
	CVS Health Corp, 4.30%, due 3/25/2028		*	975
	DBJPM Mortgage Trust, 3.07%, due 6/10/2050		*	4,255
	Danske Bank, 5.71%, due 3/1/2030		*	1,237
	Discover Card Execution Note Trust, 1.96%, due 2/15/2027		*	3,982
	Discover Card Execution Note Trust, 3.32%, due 5/15/2027		*	1,261
	Discover Card Execution Note Trust, 3.56%, due 7/15/2027		*	5,469
	Discover Financial Services, 4.10%, due 2/9/2027		*	598
	Drive Auto Receivables Trust, 5.31%, due 1/16/2029		*	968
	Enbridge Inc, 3.13%, due 11/15/2029		*	540
	Energy Transfer Partners LP, 4.20%, due 4/15/2027		*	322
	Energy Transfer Partners LP, 5.55%, due 2/15/2028		*	1,287
	Enterprise Fleet Financing 2021-3 LLC, 1.22%, due 8/20/2027		*	1,180
	Enterprise Products Operating LLC, 5.05%, due 1/10/2026		*	649
	Equinix Inc, 1.45%, due 5/15/2026		*	1,033
	Exelon Corp, 4.05%, due 4/15/2030		*	922
	Exeter Automobile Receivables Trust, 4.45%, due 3/15/2028		*	242
	Exeter Automobile Receivables Trust, 6.06%, due 9/15/2026		*	21
	Extra Space Storage LP, 3.50%, due 7/1/2026		*	1,580
	Extra Space Storage LP, 5.70%, due 4/1/2028		*	357
	Federal Home Loan Mortgage Corporation Multifamily Structured, 2.92%, due 1/25/2026		*	2,983
	Federal Home Loan Mortgage Corporation Multifamily Structured, 4.68%, due 10/25/2031		*	990
	Federal Home Loan Mortgage Corporation Pool, 2.50%, due 5/1/2050		*	780
	Federal Home Loan Mortgage Corporation Pool, 2.50%, due 9/1/2050		*	954
	Federal Home Loan Mortgage Corporation Pool, 2.50%, due 9/1/2050		*	1,026
	Federal Home Loan Mortgage Corporation Pool, 3.00%, due 7/1/2029		*	162
	Federal Home Loan Mortgage Corporation Pool, 3.00%, due 6/1/2031		*	182
	Federal Home Loan Mortgage Corporation Pool, 3.00%, due 6/1/2033		*	458
	Federal Home Loan Mortgage Corporation Pool, 3.00%, due 12/1/2033		*	234
	Federal Home Loan Mortgage Corporation Pool, 3.00%, due 10/1/2049		*	327
	Federal Home Loan Mortgage Corporation Pool, 3.00%, due 4/1/2050		*	643
	Federal Home Loan Mortgage Corporation Pool, 3.00%, due 9/1/2050		*	584
	Federal Home Loan Mortgage Corporation Pool, 3.15%, due 7/1/2047		*	180
	Federal Home Loan Mortgage Corporation Pool, 3.50%, due 10/1/2049		*	400
	Federal Home Loan Mortgage Corporation Pool, 3.50%, due 1/1/2050		*	127
	Federal Home Loan Mortgage Corporation Pool, 4.00%, due 3/1/2043		*	1,716
	Federal Home Loan Mortgage Corporation Pool, 4.00%, due 8/1/2048		*	795
	Federal Home Loan Mortgage Corporation Pool, 4.00%, due 5/1/2050		*	221
	Federal Home Loan Mortgage Corporation REMIC, 1.00%, due 7/15/2039		*	1,094
	Federal Home Loan Mortgage Corporation REMIC, 1.25%, due 4/25/2045		*	2,552
	Federal Home Loan Mortgage Corporation REMIC, 2.00%, due 5/25/2033		*	559
	Federal Home Loan Mortgage Corporation REMIC, 2.50%, due 2/25/2040		*	2,168
	Federal Home Loan Mortgage Corporation REMIC, 2.50%, due 11/15/2040		*	1,212
	Federal Home Loan Mortgage Corporation REMIC, 3.00%, due 10/15/2039		*	4
	Federal Home Loan Mortgage Corporation REMIC, 3.00%, due 10/15/2045		*	1,468
	Federal Home Loan Mortgage Corporation REMIC, 3.50%, due 5/25/2035		*	3,134
	Federal Home Loan Mortgage Corporation REMIC, 4.00%, due 9/25/2047		*	2,448
	Federal Home Loan Mortgage Corporation REMIC, 4.50%, due 9/25/2035		*	2,851
	Federal National Mortgage Association, 1.50%, due 9/1/2031		*	609
	Federal National Mortgage Association, 2.50%, due 11/1/2027		*	43
	Federal National Mortgage Association, 2.50%, due 12/1/2027		*	23
	Federal National Mortgage Association, 2.50%, due 2/1/2028		*	58
	Federal National Mortgage Association, 2.50%, due 12/1/2049		*	595
	Federal National Mortgage Association, 2.50%, due 7/1/2050		*	810
	Federal National Mortgage Association, 2.50%, due 7/1/2050		*	856
	Federal National Mortgage Association, 2.50%, due 12/1/2050		*	1,068
	Federal National Mortgage Association, 2.50%, due 1/1/2051		*	989
	Federal National Mortgage Association, 2.50%, due 9/1/2051		*	1,360
	Federal National Mortgage Association, 3.00%, due 1/1/2028		*	28
	Federal National Mortgage Association, 3.00%, due 3/1/2030		*	664
	Federal National Mortgage Association, 3.00%, due 10/1/2030		*	298
	Federal National Mortgage Association, 3.00%, due 11/1/2031		*	211

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

As of December 31, 2024

EIN: 75-1151701
Plan #: 001

(a) Party In Interest**	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment (shares)	(d) Cost*	(e) Current Value
	Federal National Mortgage Association, 3.00%, due 6/1/2032		*	\$ 230
	Federal National Mortgage Association, 3.00%, due 3/1/2035		*	402
	Federal National Mortgage Association, 3.00%, due 3/1/2048		*	310
	Federal National Mortgage Association, 3.00%, due 11/1/2048		*	601
	Federal National Mortgage Association, 3.00%, due 2/1/2050		*	670
	Federal National Mortgage Association, 3.00%, due 5/1/2050		*	594
	Federal National Mortgage Association, 3.00%, due 7/1/2050		*	551
	Federal National Mortgage Association, 3.00%, due 9/1/2050		*	896
	Federal National Mortgage Association, 3.00%, due 5/1/2051		*	885
	Federal National Mortgage Association, 3.00%, due 7/1/2051		*	611
	Federal National Mortgage Association, 3.00%, due 8/1/2051		*	634
	Federal National Mortgage Association, 3.02%, due 9/1/2047		*	611
	Federal National Mortgage Association, 3.50%, due 1/1/2026		*	19
	Federal National Mortgage Association, 3.50%, due 8/1/2026		*	174
	Federal National Mortgage Association, 3.50%, due 12/1/2047		*	774
	Federal National Mortgage Association, 3.50%, due 2/1/2048		*	204
	Federal National Mortgage Association, 3.50%, due 1/1/2050		*	403
	Federal National Mortgage Association, 3.50%, due 6/1/2051		*	2,830
	Federal National Mortgage Association, 3.50%, due 11/1/2051		*	2,818
	Federal National Mortgage Association, 3.50%, due 1/1/2052		*	3,161
	Federal National Mortgage Association, 4.00%, due 12/1/2037		*	1,555
	Federal National Mortgage Association, 4.00%, due 10/1/2048		*	178
	Federal National Mortgage Association, 4.00%, due 8/1/2049		*	813
	Federal National Mortgage Association, 4.00%, due 5/1/2050		*	405
	Federal National Mortgage Association, 4.50%, due 5/1/2047		*	643
	Federal National Mortgage Association, 4.50%, due 12/1/2048		*	321
	Federal National Mortgage Association, 4.50%, due 4/1/2049		*	143
	Federal National Mortgage Association, 5.00%, due 9/1/2052		*	2,193
	Federal National Mortgage Association REMIC, 2.50%, due 8/25/2034		*	1,678
	Federal National Mortgage Association REMIC, 2.50%, due 12/25/2037		*	3,232
	Federal National Mortgage Association REMIC, 2.50%, due 2/25/2044		*	3,499
	Federal National Mortgage Association REMIC, 2.75%, due 9/25/2042		*	1,864
	Federal National Mortgage Association REMIC, 3.00%, due 9/25/2033		*	510
	Federal National Mortgage Association REMIC, 3.00%, due 6/25/2039		*	2,673
	Federal National Mortgage Association REMIC, 3.00%, due 2/25/2046		*	1,235
	Federal National Mortgage Association REMIC, 3.50%, due 5/25/2041		*	5
	Federal National Mortgage Association REMIC, 3.50%, due 8/25/2044		*	472
	Federal National Mortgage Association REMIC, 3.50%, due 11/25/2044		*	1,113
	Federal National Mortgage Association REMIC, 3.50%, due 12/25/2046		*	2,477
	Federal National Mortgage Association REMIC, 4.00%, due 5/25/2041		*	93
	Federal National Mortgage Association REMIC, 4.50%, due 7/25/2035		*	3,598
	Federal National Mortgage Association REMIC, 4.50%, due 2/25/2048		*	3,620
	Fidelity National Information Services Inc, 1.15%, due 3/1/2026		*	1,858
	Fifth Third Auto Trust, 2023-1, 5.53%, due 8/15/2028		*	1,008
	Florida Tourism Oversight District, 1.77%, due 6/1/2025		*	309
	Ford Motor Credit Co LLC, 7.35%, due 11/4/2027		*	1,319
	General Motors Financial Co Inc, 1.25%, due 1/8/2026		*	1,080
	General Motors Financial Co Inc, 2.40%, due 4/10/2028		*	1,074
	Gilead Sciences Inc, 3.50%, due 2/1/2025		*	1,457
	GM Financial Automobile Leasing Trust, 5.36%, due 5/22/2028		*	447
	GM Financial Automobile Leasing Trust, 5.39%, due 7/20/2027		*	1,895
	GM Financial Consumer Automobile Receivables Trust, 1.79%, due 4/17/2028		*	581
	GM Financial Consumer Automobile Receivables Trust, 3.71%, due 12/16/2027		*	390
	GM Financial Consumer Automobile Receivables Trust, 4.66%, due 2/16/2028		*	224
	Goldman Sachs Group Inc, 3.50%, due 4/1/2025		*	1,927
	Goldman Sachs Group Inc, 3.50%, due 11/16/2026		*	2,036
	Goldman Sachs Group Inc, 3.75%, due 5/22/2025		*	1,918
	Govt Natl Mortgage Assoc, 1.00%, due 10/20/2034		*	1,236
	Govt Natl Mortgage Assoc, 1.75%, due 11/20/2050		*	1,975
	Govt Natl Mortgage Assoc, 2.00%, due 3/20/2035		*	1,256
	Govt Natl Mortgage Assoc, 2.00%, due 3/20/2042		*	128
	Govt Natl Mortgage Assoc, 2.50%, due 7/20/2042		*	1,441
	Govt Natl Mortgage Assoc, 2.50%, due 5/20/2043		*	878
	Govt Natl Mortgage Assoc, 2.50%, due 9/20/2043		*	1,626
	Govt Natl Mortgage Assoc, 3.00%, due 11/20/2048		*	4,966
	Govt Natl Mortgage Assoc, 3.00%, due 5/20/2050		*	551
	Govt Natl Mortgage Assoc, 3.00%, due 6/20/2050		*	575
	Govt Natl Mortgage Assoc, 3.00%, due 8/20/2050		*	669
	Govt Natl Mortgage Assoc, 3.50%, due 8/16/2039		*	265
	Govt Natl Mortgage Assoc, 3.50%, due 11/20/2044		*	2,856
	Govt Natl Mortgage Assoc, 4.00%, due 1/20/2039		*	2,245
	Govt Natl Mortgage Assoc, 4.39%, due 11/20/2062		*	3
	Govt Natl Mortgage Assoc, 5.00%, due 6/20/2051		*	2,459
	Govt Natl Mortgage Assoc, 5.66%, due 11/20/2051		*	550

MARY KAY INC. PROFIT SHARING AND 401(k) PLAN
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	Govt Natl Mortgage Assoc, 6.00%, due 6/20/2051		*	\$ 658
	GS Mortgage Securities Trust 2017-GS6, 3.16%, due 5/10/2050		*	2,980
	GS Mortgage Securities Trust 2019-GC42, 2.75%, due 9/1/2052		*	1,678
	Healthcare Realty Holdings LP, 3.50%, due 8/1/2026		*	868
	Hewlett Packard Enterprise, 1.75%, due 4/1/2026		*	417
	Hyundai Auto Receivables Trust 2021-C, 0.74%, due 5/15/2026		*	102
	Hyundai Auto Receivables Trust, 2.22%, due 10/15/2026		*	1,919
	Hyundai Auto Receivables Trust, 3.80%, due 8/15/2028		*	765
	Hyundai Auto Receivables Trust, 4.84%, due 3/15/2029		*	775
	Hyundai Auto Receivables Trust, 5.52%, due 10/16/2028		*	1,569
	Illumina, Inc., 5.75%, due 12/13/2027		*	422
	Intel Corp, 4.88%, due 2/10/2028		*	476
	John Deere Owner Trust, 2.32%, due 9/15/2026		*	1,393
	John Deere Owner Trust, 3.74%, due 2/16/2027		*	2,121
	John Deere Owner Trust, 5.01%, due 11/15/2027		*	1,209
	JPMorgan Chase & Co, 1.05%, due 11/19/2026		*	1,277
	JPMorgan Chase & Co, 2.08%, due 4/22/2026		*	1,908
	JPMorgan Chase & Co, 5.72%, due 9/14/2033		*	2,116
	Keurig Dr Pepper Inc, 3.20%, due 5/1/2030		*	772
	Kinder Morgan Inc/DE, 4.30%, due 6/1/2025		*	1,536
	Kite Realty Group LP, 4.95%, due 12/15/2031		*	432
	LCM 37 Ltd., 5.40%, due 4/15/2034		*	2,400
	Lincoln National Corp, 3.80%, due 3/1/2028		*	927
	Marriott International Inc/MD, 5.75%, due 5/1/2025		*	1,261
	McDonald's Corp, 3.30%, due 7/1/2025		*	1,161
	Mercedes-Benz Finance North America LLC, 3.30%, due 5/19/2025		*	958
	Morgan Stanley BAML Trust, 3.45%, due 7/15/2050		*	1,603
	Morgan Stanley, 3.62%, due 4/1/2031		*	1,686
	Morgan Stanley, 3.63%, due 1/20/2027		*	1,555
	Morgan Stanley, 4.00%, due 7/23/2025		*	1,214
	MPLX LP, 4.13%, due 3/1/2027		*	814
	National Rural Utilities Cooperative Finance Corp., 5.45%, due 10/30/2025		*	1,340
	NatWest Group PLC, 1.64%, due 6/14/2027		*	458
	Neuberger Berman Loan Advisers CLO 49 Ltd., 5.78%, due 7/25/2035		*	2,428
	Neuberger Berman Loan Advisers CLO 49 Ltd., 5.97%, due 4/16/2033		*	2,389
	New Residential Mortgage Loan Trust, 5.47%, due 11/25/2064		*	498
	Nissan Auto Rec OT, 1.86%, due 8/17/2026		*	760
	Nissan Auto Rec OT, 4.46%, due 5/17/2027		*	490
	Nissan Auto Rec OT, 5.34%, due 2/17/2026		*	65
	Northern Trust Collective 1-10 Year Intermediate Credit Bond Index Fund		*	159,972
	Northern Trust Collective 1-10 Year Intermediate Government Bond Index Fund		*	28,223
	Northern Trust Collective Asset-Backed Securities Bond Index Fund		*	110,517
	Northern Trust Collective Commercial Mortgage-Backed Securities Index Fund		*	43,146
	Northern Trust Collective Daily 1-5 Year Credit Bond Index Fund		*	78,097
	Northern Trust Collective Mortgage-Backed Securities Index Fund		*	137,945
	Northern Trust Collective Short Term Government Bond Index Fund		*	132,328
	NRG Energy Inc, 2.45%, due 12/2/2027		*	1,661
	OBX Trust, 5.41%, due 10/25/2064		*	306
	ONEOK Inc, 5.65%, due 11/1/2028		*	402
	O'Reilly Automotive Inc, 1.75%, due 3/15/2031		*	889
	O'Reilly Automotive Inc, 3.60%, due 9/1/2027		*	1,530
	Octane Receivables Trust, 4.94%, due 5/20/2030		*	240
	OneMain Direct Auto Receivables Trust, 3.95%, due 11/14/2028		*	1,128
	Oracle Corp., 1.65%, due 3/25/2026		*	2,379
	Oscar US Funding, 1.00%, due 4/10/2028		*	615
	Phillips Edison Grocery Center Operating Partnership I LP, 5.75%, due 7/15/2034		*	316
	Pioneer Natural Resources Co., 5.10%, due 3/29/2026		*	325
	Principal Life Global Funding II, 1.38%, due 1/10/2025		*	2,447
	Prologis LP, 4.88%, due 6/15/2028		*	1,697
	Prudential Core Conservative Intermediate Bond Fund		*	97,508
	Prudential Short Duration Core Bond Fund		*	244,613
	Public Storage Operating Co., 5.13%, 1/15/2029		*	804
	RTX Corp, 4.13%, due 11/16/2028		*	2,063
	Realty Income Corp, 2.20%, due 6/15/2028		*	659
	Realty Income Corp, 3.40%, due 1/15/2030		*	663
	Romanian Government International Bond, 6.63%, due 2/17/2028		*	1,320
	Ryder Sysem, Inc., 5.25%, due 6/1/2028		*	851
	Santander Drive Auto Receivables Trust, 4.43%, due 3/15/2027		*	265
	Santander Drive Auto Receivables Trust, 4.62%, due 11/15/2028		*	295
	Santander Drive Auto Receivables Trust, 5.23%, due 12/15/2028		*	268
	Santander Holdings USA, Inc., 6.17%, due 1/9/2030		*	1,258
	Santander Holdings USA, Inc., 6.50%, due 3/9/2029		*	625
	Sealed Air Corp, 1.57%, due 10/15/2026		*	1,844
	Takeda Pharmaceutical, 2.05%, due 3/31/2030		*	893

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	T-Mobile US, Inc, 1.50%, due 2/15/2026		*	\$ 977
	T-Mobile US, Inc, 3.50%, due 4/15/2025		*	973
	T-Mobile US, Inc, 4.25%, due 5/21/2029		*	350
	The AES Corp, 5.45%, due 6/1/2028		*	697
	The Boeing Company, 2.20%, due 2/4/2026		*	1,184
	The Boeing Company, 3.63%, due 2/1/2031		*	376
	The Cigna Group, 2.40%, due 3/15/2030		*	488
	The Cigna Group, 4.38%, due 10/15/2028		*	1,031
	The PNC Financial Services Group Inc, 1.15%, due 8/13/2026		*	1,308
	The Sherwin-Williams Company, 2.30%, due 5/15/2030		*	242
	Toronto-Dominion Bank, 5.52%, due 7/17/2028		*	1,997
	Toyota Auto Receivables OT, 5.30%, due 9/15/2027		*	2,246
	Truist Fin Corp, 3.70%, due 6/5/2025		*	1,100
	Truist Fin Corp, 4.12%, due 6/6/2028		*	1,510
	UBS Comm Mortgage Trust, 3.00%, due 8/15/2050		*	250
	UBS Group AG, 3.75%, due 3/26/2025		*	1,375
	US Bancorp, 5.38%, due 1/23/2030		*	888
	US Treasury Note, 1.13%, due 1/15/2025		*	3,890
	US Treasury Note, 1.13%, due 10/31/2026		*	6,138
	US Treasury Note, 1.50%, due 2/15/2025		*	1,025
	US Treasury Note, 1.63%, due 8/15/2029		*	19,604
	US Treasury Note, 2.75%, due 5/15/2025		*	3,649
	US Treasury Note, 3.50%, due 9/30/2029		*	2,094
	US Treasury Note, 3.63%, due 5/31/2028		*	17,293
	US Treasury Note, 4.13%, due 3/31/2029		*	9,471
	US Treasury Note, 4.13%, due 11/30/2029		*	5,825
	US Treasury Note, 4.38%, due 8/31/2028		*	34,555
	US Treasury Note, 4.50%, due 5/31/2029		*	11,246
	Verizon Communications, 2.10%, due 3/22/2028		*	2,252
	Verizon Communications, 4.02%, due 12/3/2029		*	877
	Verizon Master Trust, 3.64%, due 11/20/2028		*	1,743
	Verizon Master Trust, 4.49%, due 1/22/2029		*	2,134
	Verizon Master Trust, 5.54%, due 4/22/2030		*	696
	Verus Securitization Trust, 5.44%, due 11/25/2069		*	369
	Volkswagen Auto Loan Enhanced Trust 2021-1, 1.26%, due 10/20/2028		*	837
	Volkswagen Auto Loan Enhanced Trust 2023-1, 5.02%, due 6/20/2028		*	657
	Volkswagen Group America, 1.25%, due 11/24/2025		*	1,627
	Wells Fargo & Co, 3.00%, due 2/19/2025		*	2,417
	Wells Fargo & Co, 3.00%, due 10/23/2025		*	993
	Wisconsin Public Service Corp., 4.55%, due 12/1/2029		*	417
	Wisconsin Public Service Corp., 5.35%, due 11/10/2025		*	877
	World Omni Auto Receivables 2021-D, 0.81%, due 10/15/2026		*	248
	World Omni Auto Receivables, 1.66%, due 5/17/2027		*	453
	World Omni Auto Receivables, 3.25%, due 7/15/2027		*	631
	World Omni Auto Receivables, 5.79%, due 2/15/2029		*	462
	The Bank of New York Mellon Collective Trust Government Short Term Investment Fund (d)		*	44,479
	Insurance Company Separate Accounts - 11.02% New York Life		*	308,845
	Total Collective Trust			\$ 166,879,562
Corporate Debt-Other				
	ABN AMRO BANK NV SR NON PREFERRED ADJ NOTES Semi Annual 0 9/18/27	200,000	\$ 200,000	\$ 204,442
	AES CORP SECURED NOTES Semi Annual 3.3 7/15/25	130,000	129,964	128,750
	AIG GLOBAL FUNDING SECURED NOTES Semi Annual 5.2 6/24/29	150,000	149,739	150,777
	AMSR TRUST 2020-SFR3 ABS SER.2020-SFR3 CL.D Monthly 2.11 9/17/37	500,000	502,188	489,967
	AT&T INC SENIOR UNSECURED GLOBAL NOTES Semi Annual 2.3 6/1/27	100,000	99,852	94,386
	AIR LEASE CORP SENIOR UNSECURED GLOBAL NOTES Semi Annual 3.63 4/1/27	656,000	687,882	633,950
	AIR LEASE CORP SENIOR UNSECURED GLOBAL NOTES Semi Annual 5.3 6/25/26	742,000	738,876	746,734
	AIR LEASE CORP SENIOR UNSECURED GLOBAL NOTES Semi Annual 5.2 7/15/31	75,000	73,734	74,105
	ALLIANT ENERGY FINANCE SENIOR UNSECURED NOTES Semi Annual 5.4 6/6/27	80,000	79,954	80,511
	ALLSTATE CORP SENIOR UNSECURED GLOBAL NOTES Semi Annual 5.05 6/24/29	75,000	74,843	75,341
	AMCOR FLEXIBLES NORTH AMERICA SENIOR UNSECURED GLOBAL NOTES Semi Annual 4 5/17/25	85,000	84,979	84,684
	AMEREN CORP SENIOR UNSECURED GLOBAL NOTES Semi Annual 5 1/15/29	90,000	89,797	90,138
	AMERICAN ELECTRIC POWER JUNIOR SUB GLOBALNOTES Semi Annual 5.7 8/15/25	125,000	124,440	125,539
	AMERICAN EQTY INVT LIFE HLD CO SENIOR UNSECURED GLOBAL NOTES Semi Annual 5.75 10/1/29	70,000	69,967	70,081
	AMERICAN HONDA FINANCE CORP SENIOR UNSECURED GLOBAL NOTES Semi Annual 4.85 10/23/31	130,000	129,862	127,192
	AMERICREDIT AUTO REC TR 2021-3 ABS SER.2021-3CL.C Monthly 1.41 8/18/27	135,000	134,978	130,205
	AMERICREDIT AUTO REC TR 2022-1 ABS SER.2022-1CL.B Monthly 2.77 4/19/27	150,000	149,975	148,201
	CENCORA INC SENIOR UNSECURED GLOBAL NOTES Semi Annual 5.15 2/15/35	70,000	69,962	68,241
	ANTARES HOLDINGS LP SENIOR UNSECURED NOTES Semi Annual 3.75 7/15/27	250,000	247,515	236,539
	AON NORTH AMERICA INC SENIOR UNSECUREDGLOBAL NOTES Semi Annual 5.13 3/1/27	528,000	526,970	531,618
	APOLLO DEBT SOLUTIONS BDC SENIOR UNSECUREDNOTES Semi Annual 6.7 7/29/31	75,000	74,996	77,025
	AQUA FINANCE TRUST 2021-A ABS SER.2021-A CL.AMonthly 1.54 7/17/46	50,925	50,919	46,662
	ARES CAPITAL CORP SENIOR UNSECURED GLOBALNOTES Semi Annual 5.95 7/15/29	70,000	69,288	70,779
	ARES STRATEGIC INCOME FUND SENIOR UNSECUREDNOTES Semi Annual 5.7 3/15/28	75,000	74,519	74,990

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	ARROW ELECTRONICS INC SENIOR UNSECUREDGLOBAL NOTES Semi Annual 5.15 8/21/29	145,000	\$ 144,861	\$ 144,370
	AUSTRALIA & NZ BANKING GROUP SENIOR UNSECURED NOTES Semi Annual 4.62 12/16/29	250,000	250,000	247,897
	AUTOZONE INC SENIOR UNSECURED GLOBAL NOTES Semi Annual 5.05 7/15/26	115,000	114,860	115,654
	AVIATION CAPITAL GROUP LLC SENIOR UNSECUREDNOTES Semi Annual 5.38 7/15/29	50,000	49,623	50,024
	AVIS BUDGET RENTAL CAR FUNDING ABS SER.2023-3ACLA Monthly 5.44 2/22/28	185,000	184,969	187,158
	AVIS BUDGET RENTAL CAR FUNDING ABS SER.2024-1ACLA Monthly 5.36 6/20/30	100,000	99,983	101,387
	AVIS BUDGET RENTAL CAR FUNDING ABS SER.2024-2ACLA Monthly 5.13 10/20/28	180,000	180,907	180,887
	AVNET INC SENIOR UNSECURED GLOBAL NOTES SemiAnnual 6.25 3/15/28	55,000	54,848	56,482
	BHP BILLITON FINANCE USA LTD SENIOR UNSECUREDGLOBAL NOTES Semi Annual 4.88 2/27/26	140,000	139,712	140,424
	BMW VEHICLE LEASE TRUST 2024-2 ABS SER.2024-2CLA3 Monthly 4.18 10/25/27	75,000	74,993	74,407
	BAIN CAPITAL SPECIALTY FINANCE SENIOR UNSECURED NOTES Semi Annual 2.55 10/13/26	80,000	79,146	76,186
	BANK OF AMERICA CORP SENIOR UNSECUREDGLOBAL NOTES Semi Annual 0 12/20/28	240,000	233,587	230,104
	BANK OF AMERICA CORP SR UNSEC ADJ MED TERMNOTES Semi Annual 0 4/23/27	718,000	775,074	706,470
	BANK OF AMERICA CORP SR UNSEC ADJ MED TERMNOTES Semi Annual 0 6/19/26	927,000	855,757	911,863
	BANK OF AMERICA CORP SR UNSECURED GLOBAL ADJNOTES Semi Annual 0 7/22/27	673,000	622,074	641,588
	BANK OF AMERICA CORP SR UNSEC ADJ MED TERMNOTES Semi Annual 0 4/2/26	230,000	230,000	229,109
	BANK OF AMERICA CORP SUBORDINATED GLOBAL ADJNOTES Semi Annual 0 10/25/35	270,000	270,000	263,985
	BANK OF MONTREAL SENIOR UNSECURED GLOBALNOTES Semi Annual 5.51 6/4/31	125,000	125,000	126,981
	BANK OF NOVA SCOTIA SENIOR UNSECURED GLOBALNOTES Semi Annual 5.45 8/1/29	110,000	109,779	112,014
	BANK5 2024-5YR8 ABS SER.2024-5YR8 CL.A3 Monthly5.88 8/15/57	415,000	427,446	426,459
	BLACKSTONE SECURED LENDING FND SENIOR UNSECURED NOTES Semi Annual 2.85 9/30/28	50,000	49,608	45,381
	BLACKSTONE SECURED LENDING FND SENIOR UNSECURED GLOBAL NOTES Semi Annual 5.88 11/15/27	15,000	14,892	15,236
	BLACKSTONE SECURED LENDING FND SENIOR UNSECURED GLOBAL NOTES Semi Annual 5.35 4/13/28	70,000	69,747	69,815
	BP CAP MARKETS AMERICA SENIOR UNSECUREDGLOBAL NOTES Semi Annual 5.23 11/17/34	190,000	189,238	187,128
	BRIGHTHOUSE FINANCIAL GLBL FND SECURED NOTES Semi Annual 5.55 4/9/27	145,000	144,957	146,250
	BROADCOM INC SENIOR UNSECURED GLOBAL NOTES Semi Annual 5.05 7/12/29	165,000	164,784	165,627
	BROADCOM INC SENIOR UNSECURED GLOBAL NOTES Semi Annual 4.35 2/15/30	390,000	389,734	379,468
	CDW LLC/CDW FINANCE SENIOR UNSECURED NOTES Semi Annual 3.28 12/1/28	120,000	120,000	111,631
	CIT GROUP INC SUBORDINATED GLOBAL NOTES SemiAnnual 6.13 3/9/28	372,000	386,370	382,695
	CNO FINANCIAL GROUP INC SENIOR UNSECUREDNOTES Semi Annual 5.25 5/30/25	429,000	463,411	429,035
	CSAIL COMM MTGE TRUST 2015-C4 ABS SER.2015-C4CL.ASB Monthly 3.62 11/15/48	51,977	54,592	51,736
	CANADIAN IMPERIAL BANK OF COMM SENIOR UNSECURED GLOBAL NOTES Semi Annual 5.24 6/28/27	85,000	85,000	85,910
	CANTOR FITZGERALD LP SENIOR UNSECURED NOTES Semi Annual 7.2 12/12/28	65,000	64,874	67,914
	CAPITAL ONE FINANCIAL CORP SR UNSECUREDGLOBAL ADJ NOTES Semi Annual 0 11/2/27	620,000	541,849	585,854
	CAPITAL ONE FINANCIAL CORP SR UNSECUREDGLOBAL ADJ NOTES Semi Annual 0 6/8/29	65,000	65,000	67,119
	CAPITAL ONE FINANCIAL CORP SR UNSECUREDGLOBAL ADJ NOTES Semi Annual 0 10/29/27	125,000	125,000	129,715
	CARDINAL HEALTH INC SENIOR UNSECURED GLOBALNOTES Semi Annual 5 11/15/29	210,000	209,929	208,691
	CENTENE CORP SENIOR UNSECURED GLOBAL NOTES Semi Annual 4.25 12/15/27	378,000	363,303	366,170
	CENTERPOINT ENERGY INC JR SUB GLOBAL ADJNOTES Semi Annual 0 5/15/55	195,000	195,000	193,921
	CHARTER COMM OPT LLC/CAP SECURED GLOBALNOTES Semi Annual 6.1 6/1/29	205,000	204,885	208,962
	CHENIERE CORPUS CHRISTI HLDGS 1ST LIEN GLOBALNOTES Semi Annual 5.13 6/30/27	351,000	351,786	352,883
	CHESAPEAKE FNDG II LLC 2023-1A ABS SER.2023-1ACLA1 Monthly 5.65 5/15/35	63,105	63,103	63,512
	CITIGROUP COM MTG TR 2016-C2 ABS SER.2016-C2CLAAB Monthly 2.71 8/10/49	142,029	145,458	140,641
	CITIGROUP INC SENIOR UNSECURED NOTES SemiAnnual 0 1/10/28	914,000	869,022	895,940
	CITIGROUP INC SENIOR UNSECURED GLOBAL NOTES Semi Annual 3.52 10/27/28	369,000	327,273	355,136
	CITIGROUP INC SR UNSECURED GLOBAL ADJ NOTES Semi Annual 0 6/9/27	319,000	284,995	303,733
	CITIBANK CC ISSUANCE TRUST ABS SER.2023-A1 CL.A1Semi Annual 5.23 12/8/27	775,000	774,572	780,034
	CITIBANK NA SENIOR UNSECURED ADJ NOTES SemiAnnual 0 11/19/27	250,000	250,000	250,200
	CITIZENS FINANCIAL GROUP INC SUBORDINATEDGLOBAL ADJ NOTES Semi Annual 0 5/21/37	60,000	60,000	58,093
	CNO GLOBAL FUNDING SECURED NOTES Semi Annual2.65 1/6/29	245,000	244,642	221,491
	CNO GLOBAL FUNDING SECURED NOTES Semi Annual4.88 12/10/27	20,000	19,993	19,909
	COMERICA INC SR UNSECURED GLOBAL ADJ NOTES Semi Annual 0 1/30/30	45,000	45,000	45,504
	CONAGRA BRANDS INC SENIOR UNSECURED GLOBALNOTES Semi Annual 5.3 10/1/26	250,000	249,638	252,531
	CONOCOPHILLIPS CO SENIOR UNSECURED GLOBALNOTES Semi Annual 5 1/15/35	230,000	229,602	223,417
	CONSTELLATION BRANDS INC SENIOR UNSECUREDGLOBAL NOTES Semi Annual 4.8 1/15/29	150,000	149,834	149,099
	CUBESMART LP SENIOR UNSECURED NOTES SemiAnnual 3.13 9/1/26	240,000	228,559	233,306
	DLMT LLC 2023-1A ABS SER.2023-1A CL.A3 Monthly 5.34 3/22/27	140,000	139,978	140,835
	DTE ENERGY COMPANY SENIOR UNSECURED GLOBALNOTES Semi Annual 4.88 6/1/28	571,000	557,570	569,000
	DTE ENERGY COMPANY SENIOR UNSECURED GLOBALNOTES Semi Annual 4.95 7/1/27	75,000	74,911	75,281
	DAIMLER TRUCKS FINANCE NA LLC SENIOR UNSECURED NOTES Semi Annual 3.65 4/7/27	205,000	204,592	199,418
	DARDEN RESTAURANTS INC SENIOR UNSECUREDGLOBAL NOTES Semi Annual 4.55 10/15/29	95,000	94,820	92,675
	DELL EQUIP FINANCE TR 2023-3 ABS SER.2023-3 CL.A3Monthly 5.93 4/23/29	155,000	154,990	157,036
	DELL INT LLC / EMC CORP SENIOR UNSECUREDGLOBAL NOTES Semi Annual 4.85 2/1/35	195,000	194,310	185,177
	DELL INT LLC / EMC CORP GLOBAL 1ST LIEN NOTES Semi Annual 4.9 10/1/26	185,000	193,579	185,516
	DRIVE AUTO REC TR 2024-2 ABS SER.2024-2 CL.BMonthly 4.52 7/16/29	105,000	104,996	104,231
	DRIVEN BRANDS FNDG LLC 2024-1A ABS SER.2024-1ACL.A2 Quarterly 6.37 10/20/54	189,525	189,525	192,825
	DUKE ENERGY CORP SENIOR UNSECURED GLOBALNOTES Semi Annual 3.15 8/15/27	400,000	388,920	384,116
	EPR PROPERTIES SENIOR UNSECURED GLOBALNOTES Semi Annual 4.75 12/15/26	440,000	482,900	436,235
	EDISON INTERNATIONAL SENIOR UNSECURED GLOBALNOTES Semi Annual 5.75 6/15/27	768,000	770,143	780,822
	EDISON INTERNATIONAL SENIOR UNSECURED GLOBALNOTES Semi Annual 4.7 8/15/25	180,000	179,937	179,825
	ENABLE MIDSTREAM PARTNERS LP SENIOR UNSECURED GLOBAL NOTES Semi Annual 4.95 5/15/28	910,000	908,544	908,389
	ENACT HOLDINGS INC SENIOR UNSECURED GLOBALNOTES Semi Annual 6.25 5/28/29	165,000	164,922	168,136
	ENTERGY CORP SENIOR UNSECURED GLOBAL NOTES Semi Annual 0.9 9/15/25	80,000	79,685	77,798
	EQUIFAX INC SENIOR UNSECURED NOTES Semi Annual5.1 12/15/27	255,000	261,299	256,446

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

As of December 31, 2024

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Plan #: 001

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	EQUIFAX INC SENIOR UNSECURED GLOBAL NOTES Semi Annual 5.1 6/1/28	75,000	\$ 74,777	\$ 75,281
	EQUIFAX INC SENIOR UNSECURED GLOBAL NOTES Semi Annual 4.8 9/15/29	135,000	134,957	133,286
	EQUITABLE FINANCIAL LIFE SECURED NOTES Semi Annual 5.5 12/2/25	180,000	179,955	181,434
	ESSENTIAL UTILITIES INC SENIOR UNSECURED GLOBAL NOTES Semi Annual 4.8 8/15/27	75,000	74,973	74,905
	EVERSOURCE ENERGY SENIOR UNSECURED GLOBAL NOTES Semi Annual 4.6 7/1/27	553,000	543,488	549,185
	EXETER AUTO REC TRUST 2023-5A ABS SER.2023-5ACL.A3 Monthly 6.32 3/15/27	62,950	62,948	63,113
	EXPEDIA GROUP INC SENIOR UNSECURED NOTES Semi Annual 6.25 5/1/25	53,000	53,000	53,035
	EXTRA SPACE STORAGE INC SENIOR UNSECURED GLOBAL NOTES Semi Annual 5.7 4/1/28	65,000	66,857	66,356
	EXTRA SPACE STORAGE INC SENIOR UNSECURED GLOBAL NOTES Semi Annual 3.5 7/1/26	481,000	484,282	472,033
	FS KKR CAPITAL CORP SENIOR UNSECURED GLOBAL NOTES Semi Annual 7.88 1/15/29	25,000	24,830	26,591
	FS KKR CAPITAL CORP SENIOR UNSECURED GLOBAL NOTES Semi Annual 6.88 8/15/29	45,000	44,486	46,540
	FS KKR CAPITAL CORP SENIOR UNSECURED GLOBAL NOTES Semi Annual 6.13 1/15/30	115,000	114,644	114,915
	F&G GLOBAL FUNDING SECURED NOTES Semi Annual 5.15 7/7/25	190,000	189,875	190,236
	FED CAISSES DESJARDINS SENIOR UNSECURED NOTES Semi Annual 5.7 3/14/28	260,000	259,932	265,075
	FELLS POINT FUNDING TR SENIOR UNSECURED NOTES Semi Annual 3.05 1/31/27	130,000	130,000	124,998
	FIFTH THIRD BANCORP SR UNSECURED GLOBAL ADJ NOTES Semi Annual 0 10/27/28	369,000	389,099	381,530
	FIRSTKEY HOMES TRUST 2021-SFR2 ABS SER.2021-SFR2 CL.A Monthly 1.38 9/17/26	658,272	658,252	622,338
	FLAGSHIP CREDIT AUTO TR 2022-4 ABS SER.2022-4CL.A3 Monthly 6.32 6/15/27	17,311	17,310	17,379
	FRONTIER ISSUER LLC 2023-1 ABS SER.2023-1 CL.A2 Monthly 6.6 8/20/53	140,000	134,606	142,489
	FRONTIER ISSUER LLC 2024-1 ABS SER.2024-1 CL.A2 Monthly 6.19 6/20/54	50,000	49,982	50,855
	GA GLOBAL FUNDING TRUST SECURED NOTES Semi Annual 2.25 1/6/27	195,000	194,945	184,532
	GATX CORP SENIOR UNSECURED GLOBAL NOTES Semi Annual 5.4 3/15/27	50,000	49,957	50,560
	GMF FLRPLN OWNER REV TR 2024-1 ABS SER.2024-1CL.A1 Monthly 5.13 3/15/29	180,000	179,977	181,796
	GS MTG SECURITIES TR 2015-GC30 ABS SER.2015-GC30 CL.A4 Monthly 3.38 5/10/50	455,000	493,035	452,269
	GENERAL MILLS INC SENIOR UNSECURED GLOBAL NOTES Semi Annual 4.88 1/30/30	145,000	144,334	144,024
	GENERAL MOTORS FINL CO INC SENIOR UNSECURED GLOBAL NOTES Semi Annual 6.05 10/10/25	475,000	479,246	479,066
	GENERAL MOTORS FINL CO INC SENIOR UNSECURED GLOBAL NOTES Semi Annual 6 1/9/28	340,000	340,547	348,858
	GENUINE PARTS CO SENIOR UNSECURED GLOBAL NOTES Semi Annual 4.95 8/15/29	160,000	159,514	159,505
	GILEAD SCIENCES INC SENIOR UNSECURED GLOBAL NOTES Semi Annual 5.1 6/15/35	135,000	134,459	132,820
	GOLDMAN SACHS GROUP INC SR UNSECURED GLOBAL ADJ NOTES Semi Annual 0 7/23/30	240,000	240,000	238,574
	GOLDMAN SACHS GROUP INC SENIOR UNSECURED NOTES Semi Annual 3.69 6/5/28	277,000	272,851	269,040
	GOLDMAN SACHS GROUP INC SR UNSECURED GLOBAL ADJ NOTES Semi Annual 0 10/21/27	669,000	605,318	634,733
	GOLDMAN SACHS GROUP INC SR UNSECURED GLOBAL ADJ NOTES Semi Annual 0 2/24/28	1,116,000	1,037,668	1,064,398
	GOLDMAN SACHS GROUP INC SR UNSECURED GLOBAL ADJ NOTES Semi Annual 0 8/10/26	205,000	205,000	206,144
	GOLUB CAPITAL BDC INC SENIOR UNSECURED GLOBAL NOTES Semi Annual 2.5 8/24/26	115,000	114,127	109,547
	GOLUB CAPITAL BDC INC SENIOR UNSECURED GLOBAL NOTES Semi Annual 6 7/15/29	5,000	4,944	4,996
	HCA INC 1ST LIEN GLOBAL NOTES Semi Annual 5.25 6/15/26	381,000	371,959	381,924
	HSBC HOLDINGS PLC SR UNSECURED GLOBAL ADJ NOTES Semi Annual 0 11/19/28	200,000	200,000	199,936
	HSBC USA INC SENIOR UNSECURED GLOBAL NOTES Semi Annual 5.63 3/17/25	365,000	364,380	365,668
	HPS CORPORATE LENDING FUND SENIOR UNSECURED NOTES Semi Annual 6.25 9/30/29	75,000	74,092	76,284
	HARLEY DAVIDSON FINL SVCS INC SENIOR UNSECURED NOTES Semi Annual 3.35 6/8/25	25,000	24,966	24,808
	HELMERICH & PAYNE INC SENIOR UNSECURED NOTES Semi Annual 5.5 12/1/34	115,000	114,621	109,189
	HERCULES CAPITAL INC SENIOR UNSECURED NOTES Semi Annual 3.38 1/20/27	120,000	119,138	114,740
	HERTZ VEHICLE FIN LLC 2022-2A ABS SER.2022-2A CL.A Monthly 2.33 6/26/28	140,000	128,838	131,482
	HERTZ VEHICLE FIN LLC 2024-1A ABS SER.2024-1A CL.A Monthly 5.44 1/25/29	165,000	164,995	165,981
	HEWLETT PACKARD ENTERPRISE CO SENIOR UNSECURED GLOBAL NOTES Semi Annual 4.55 10/15/29	310,000	309,671	302,185
	HEWLETT PACKARD ENTERPRISE CO SENIOR UNSECURED GLOBAL NOTES Semi Annual 5 10/15/34	100,000	99,078	96,117
	HONEYWELL INTERNATIONAL INC SENIOR UNSECURED GLOBAL NOTES Semi Annual 4.7 2/1/30	185,000	184,841	184,014
	HOST HOTELS & RESORTS LP SENIOR UNSECURED GLOBAL NOTES Semi Annual 4 6/15/25	332,000	360,738	330,564
	HUMANA INC SENIOR UNSECURED GLOBAL NOTES Semi Annual 5.38 4/15/31	200,000	199,880	198,327
	HUNTINGTON BANCSHARES SR UNSECURED GLOBAL ADJ NOTES Semi Annual 0 8/21/29	70,000	70,000	72,267
	HUNTINGTON BANCSHARES SR UNSECURED GLOBAL ADJ NOTES Semi Annual 0 1/15/31	155,000	155,000	155,122
	HYATT HOTELS CORP SENIOR UNSECURED GLOBAL NOTES Semi Annual 5.38 4/23/25	388,000	440,539	388,228
	HYATT HOTELS CORP SENIOR UNSECURED GLOBAL NOTES Semi Annual 5.25 6/30/29	105,000	104,471	105,063
	HYATT HOTELS CORP SENIOR UNSECURED GLOBAL NOTES Semi Annual 5.38 12/15/31	100,000	99,745	99,526
	HYUNDAI CAPITAL AMERICA SENIOR UNSECURED NOTES Semi Annual 4.75 9/26/31	40,000	39,955	38,436
	HYUNDAI CAPITAL AMERICA SENIOR UNSECURED NOTES Semi Annual 4.88 11/1/27	135,000	134,955	134,660
	ILLUMINA INC SENIOR UNSECURED GLOBAL NOTES Semi Annual 4.65 9/9/26	80,000	79,944	79,688
	IQVIA INC SECURED GLOBAL NOTES Semi Annual 6.252/1/29	80,000	79,878	82,715
	JPMCC COMM MTG SEC TR 2015-JP1 ABS SER.2015-JP1CL.ASB Monthly 3.73 1/15/49	180,775	192,129	179,568
	JPMCC COMM MTG SEC TR 2016-JP2 ABS SER.2016-JP2CL.A3 Monthly 2.56 8/15/49	724,107	690,878	708,004
	JPMORGAN CHASE & CO SR UNSECURED GLOBAL ADJ NOTES Semi Annual 0 6/1/29	140,000	140,000	127,212
	JPMORGAN CHASE & CO SR UNSECURED GLOBAL ADJ NOTES Semi Annual 0 9/22/27	1,135,000	1,037,515	1,073,665
	JPMORGAN CHASE & CO SR UNSECURED GLOBAL ADJ NOTES Semi Annual 0 6/1/34	85,000	85,271	84,941
	JPMORGAN CHASE & CO SR UNSECURED GLOBAL ADJ NOTES Semi Annual 0 4/22/30	135,000	135,000	137,666
	JEFFERIES FINANCIAL GROUP INC SENIOR UNSECURED GLOBAL NOTES Semi Annual 5.88 7/21/28	115,000	114,353	117,595
	JERSEY MIKES FUNDING 2024-1A ABS SER.2024-1ACL.A2 Quarterly 5.64 2/15/55	195,000	193,027	192,571
	KIMCORP SR UNSEC MEDIUM TERM NOTES Semi Annual 2.25 4/6/27	288,000	272,655	271,731
	KIMCO REALTY CORP SENIOR UNSECURED NOTES Semi Annual 3.8 4/1/27	381,000	350,939	373,146
	KINDER MORGAN INC SR UNSECURED GLOBAL NOTES Semi Annual 5.1 8/1/29	135,000	134,788	134,982
	KYNDRYL HOLDINGS INC SENIOR UNSECURED GLOBAL NOTES Semi Annual 2.7 10/15/28	311,000	276,585	284,815
	LAD AUTO RCVBLS TRUST 2024-1A ABS SER.2024-1ACL.A4 Monthly 5.17 9/15/28	30,000	30,000	30,200
	LKQ CORP SENIOR UNSECURED NOTES Semi Annual 5.75 6/15/28	105,000	104,727	106,697
	LPL HOLDINGS INC SENIOR UNSECURED GLOBAL NOTES Semi Annual 5.7 5/20/27	208,000	208,543	210,507

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	L3HARRIS TECHNOLOGIES INC SENIOR UNSECUREDGLOBAL NOTES Semi Annual 5.25 6/1/31	130,000	\$ 129,904	\$ 130,082
	LYB INT FINANCE III SENIOR UNSECURED GLOBALNOTES Semi Annual 5.5 3/1/34	115,000	114,119	112,807
	LAD AUTO RCVBLS TRUST 2024-3A ABS SER.2024-3ACL.A3 Monthly 4.52 3/15/29	45,000	44,998	44,786
	LAD AUTO RCVBLS TRUST 2023-4A ABS SER.2023-4ACL.B Monthly 6.39 10/16/28	50,000	49,990	50,975
	LIBERTY UTILITIES CO SENIOR UNSECURED NOTESSemi Annual 5.58 1/31/29	110,000	109,996	110,857
	LOCKHEED MARTIN CORP SENIOR UNSECUREDGLOBAL NOTES Semi Annual 4.7 12/15/31	85,000	84,949	83,658
	M&T EQUIPMENT NOTES 2023-1A ABS SER.2023-1ACL.A3 Monthly 5.74 7/15/30	100,000	99,996	100,975
	M&T BANK CORPORATION SR UNSEC ADJ MED TERMNOTES Semi Annual 0 1/16/36	180,000	180,000	174,381
	MPLX LP SENIOR UNSECURED GLOBAL NOTES SemiAnnual 4.13 3/1/27	495,000	485,189	487,652
	MAIN STREET CAPITAL CORP SENIOR UNSECUREDNOTES Semi Annual 3 7/14/26	75,000	76,306	72,281
	MAIN STREET CAPITAL CORP SENIOR UNSECUREDGLOBAL NOTES Semi Annual 6.5 6/4/27	40,000	40,385	40,749
	MARRIOTT INTERNATIONAL INC SENIOR UNSECUREDGLOBAL NOTES Semi Annual 5.55 10/15/28	150,000	149,151	153,254
	MICROCHIP TECHNOLOGY INC SENIOR UNSECUREDGLOBAL NOTES Semi Annual 5.05 2/15/30	85,000	84,934	84,411
	MICRON TECHNOLOGY INC SENIOR UNSECUREDGLOBAL NOTES Semi Annual 4.19 2/15/27	390,000	388,639	384,479
	MICRON TECHNOLOGY INC SENIOR UNSECUREDGLOBAL NOTES Semi Annual 6.75 11/1/29	100,000	104,487	106,467
	MITSUBISHI HC FIN AMER SENIOR UNSECURED NOTESSemi Annual 5.15 10/24/29	205,000	204,764	204,485
	MORGAN STANLEY SR UNSECURED GLOBAL ADJNOTES Semi Annual 0 4/18/30	195,000	195,000	198,503
	MORGAN STANLEY SR UNSECURED GLOBAL ADJNOTES Semi Annual 0 10/18/30	145,000	145,000	141,892
	MYLAN INC SENIOR UNSECURED GLOBAL NOTES SemiAnnual 4.55 4/15/28	490,000	482,150	480,062
	NMI HOLDINGS INC SENIOR UNSECURED GLOBALNOTES Semi Annual 6 8/15/29	80,000	79,003	80,341
	NATIONAL BANK OF CANADA SENIOR UNSECUREDNOTES Semi Annual 4.5 10/10/29	250,000	249,490	243,150
	NATIONAL RURAL UTILS COOP FIN SR UNSECURED MEDIUM TERM NOTES Semi Annual 5.6 11/13/26	145,000	144,949	147,393
	NATWEST GROUP PLC SR UNSECURED GLOBAL ADJNOTES Semi Annual 0 8/15/30	200,000	200,000	196,999
	NATWEST MARKETS PLC SENIOR UNSECURED NOTESSemi Annual 1.6 9/29/26	270,000	269,935	256,148
	NEW MOUNTAIN FINANCE CORP SENIOR UNSECUREDGLOBAL NOTES Semi Annual 6.88 2/1/29	35,000	34,637	35,298
	NEW MOUNTAIN FINANCE CORP SENIOR UNSECUREDGLOBAL NOTES Semi Annual 6.2 10/15/27	40,000	39,745	39,965
	NISOURCE INC SENIOR UNSECURED GLOBAL NOTESSemi Annual 5.2 7/1/29	110,000	109,778	110,838
	NISSAN MOTOR ACCEPTANCE SENIOR UNSECUREDNOTES Semi Annual 5.55 9/13/29	90,000	89,891	88,804
	NORDSON CORPORATION SENIOR UNSECUREDGLOBAL NOTES Semi Annual 4.5 12/15/29	115,000	114,778	112,177
	ORACLE CORP SENIOR UNSECURED GLOBAL NOTESSemi Annual 2.65 7/15/26	325,000	323,645	315,086
	ORACLE CORP SENIOR UNSECURED GLOBAL NOTESSemi Annual 2.8 4/1/27	557,000	505,288	534,820
	OWL ROCK TECHNOLOGY FINANCE SENIOR UNSECURED NOTES Semi Annual 4.75 12/15/25	90,000	95,997	89,006
	BLUE OWL CREDIT INCOME SENIOR UNSECUREDNOTES Semi Annual 7.95 6/13/28	70,000	69,614	74,329
	BLUE OWL CAPITAL CORP I SENIOR UNSECUREDGLOBAL NOTES Semi Annual 8.45 11/15/26	55,000	54,748	57,646
	BLUE OWL TECHNOLOGY FINANCE SENIOR UNSECURED NOTES Semi Annual 6.75 4/4/29	85,000	83,979	85,521
	BLUE OWL CAPITAL CORP SENIOR UNSECUREDGLOBAL NOTES Semi Annual 3.75 7/22/25	60,000	63,129	59,497
	BLUE OWL CAPITAL CORP SENIOR UNSECUREDGLOBAL NOTES Semi Annual 5.95 3/15/29	55,000	55,024	55,219
	PNC FINANCIAL SERVICES GROUP SR UNSECUREDGLOBAL ADJ NOTES Semi Annual 0 5/14/30	506,000	509,299	513,136
	PENSKE TRUCK LEASING CO LP SENIOR UNSECUREDNOTES Semi Annual 4 7/15/25	105,000	104,660	104,412
	PHILIP MORRIS INTL INC SENIOR UNSECURED GLOBALNOTES Semi Annual 4.38 11/1/27	40,000	39,705	39,668
	PHILLIPS 66 SENIOR UNSECURED GLOBAL NOTES SemiAnnual 5.25 6/15/31	95,000	97,974	95,253
	PLAINS ALL AMERN PIPELINE LP SENIOR UNSECUREDGLOBAL NOTES Semi Annual 4.5 12/15/26	555,000	527,239	552,403
	PRINCIPAL LIFE GLOBAL FDG II SECURED NOTES SemiAnnual 5.1 1/25/29	190,000	186,723	190,418
	PROGRESS RESIDENT TR 2021-SFR8 ABS SER.2021- SFR8 CL.C Monthly 1.93 10/17/38	385,000	382,744	366,351
	RADIAN GROUP INC SENIOR UNSECURED GLOBALNOTES Semi Annual 6.2 5/15/29	50,000	49,907	51,312
	REGIONS FINANCIAL CORP SENIOR UNSECUREDGLOBAL NOTES Semi Annual 2.25 5/18/25	577,000	563,206	571,195
	RELiance STANDARD LIFE GLOBAL SECURED NOTESSemi Annual 5.24 2/2/26	55,000	55,000	55,031
	RETAINED VANTAGE DATA 2024-1A ABS SER.2024-1ACL.A2 Monthly 4.99 9/15/49	315,000	315,000	305,359
	RGA GLOBAL FUNDING SECURED NOTES Semi Annual5.45 5/24/29	90,000	90,000	91,223
	RYDER SYSTEM INC SENIOR UNSECURED GLOBALNOTES Semi Annual 4.95 9/1/29	105,000	104,575	104,630
	SBL HOLDINGS INC SENIOR UNSECURED NOTES SemiAnnual 7.2 10/30/34	115,000	114,645	111,846
	SBNA AUTO LEASE TRUST 2024-C ABS SER.2024-CCL.A3 Monthly 4.56 2/22/28	25,000	24,998	24,990
	SCF EQUIPMENT TR LLC 2023-1A ABS SER.2023-1ACL.A2 Monthly 6.56 1/22/30	203,779	203,777	205,322
	SCF EQUIPMENT TR LLC 2022-1A ABS SER.2022-1ACL.A3 Monthly 2.92 7/20/29	55,251	55,242	54,922
	SBNA AUTO LEASE TRUST 2024-AABS SER.2024-ACL.A3 Monthly 5.39 11/20/26	50,000	49,999	50,279
	SEB FUNDING LLC 2021-1A ABS SER.2024-1A CL.A2Quarterly 7.39 4/30/54	80,000	80,000	81,807
	SBNA AUTO LEASE TRUST 2024-B ABS SER.2024-BCL.A3 Monthly 5.56 11/22/27	70,000	69,990	70,872
	SABINE PASS LIQUEFACTION LLC SECURED NOTESSemi Annual 5.88 6/30/26	527,000	531,580	532,009
	SANTANDER DR AUTO RE TR 2023-5 ABS SER.2023-5CL.B Monthly 6.16 12/17/29	120,000	119,970	122,709
	SANTANDER DR AUTO RE TR 2024-3 ABS SER.2024-3CL.A3 Monthly 5.63 1/16/29	90,000	89,991	91,124
	SANTANDER DR AUTO RE TR 2024-4 ABS SER.2024-4CL.A3 Monthly 4.85 1/16/29	80,000	79,991	80,219
	SANTANDER DR AUTO RE TR 2023-4 ABS SER.2023-4CL.B Monthly 5.77 12/15/28	115,000	114,975	116,575
	SEMPRA ENERGY SENIOR UNSECURED GLOBALNOTES Semi Annual 3.4 2/1/28	401,000	388,990	383,322
	SEMPRA ENERGY SENIOR UNSECURED GLOBALNOTES Semi Annual 5.4 8/1/26	35,000	34,869	35,308
	SIXTH STREET LENDING PARTNERS SENIOR UNSECURED NOTES Semi Annual 6.5 3/11/29	85,000	84,096	86,134
	SIXTH STREET LENDING PARTNERS SENIOR UNSECURED NOTES Semi Annual 5.75 1/15/30	30,000	29,952	29,529
	SOUTHERN CO SENIOR UNSECURED GLOBAL NOTESSemi Annual 3.25 7/1/26	406,000	382,074	397,630
	SOUTHWEST AIRLINES CO SENIOR UNSECUREDGLOBAL NOTES Semi Annual 5.13 6/15/27	306,000	311,542	307,364
	SPRINT CAPITAL CORP SENIOR UNSECURED GLOBALNOTES Semi Annual 6.88 11/15/28	273,000	290,936	289,785
	SPRINT SPECTRUM 1ST LIEN NOTES Quarterly 4.74 3/20/25	14,375	15,258	14,367
	SWEDBANK AB SENIOR NON PREFERRED NOTES SemiAnnual 5.41 3/14/29	210,000	210,000	211,674
	SYNCHRONY FINANCIAL SR UNSECURED GLOBAL ADJNOTES Semi Annual 0 8/2/30	70,000	70,000	70,643
	SYNCHRONY BANK SENIOR UNSECURED NOTES SemiAnnual 5.4 8/22/25	250,000	249,740	250,306
	SYSCO CORP SENIOR UNSECURED GLOBAL NOTESSemi Annual 5.75 1/17/29	533,000	556,228	548,738

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	T-MOBILE USA INC 1ST LIEN GLOBAL NOTES SemiAnnual 3.75 4/15/27	302,000	\$ 285,556	\$ 295,042
	TAKE TWO INTERACTIVE SOFTWARE SENIOR UNSECURED GLOBAL NOTES Semi Annual 4.95 3/28/28	150,000	149,820	149,922
	TAKE TWO INTERACTIVE SOFTWARE SENIOR UNSECURED GLOBAL NOTES Semi Annual 5.4 6/12/29	35,000	34,941	35,496
	TAPESTRY INC SENIOR UNSECURED GLOBAL NOTES Semi Annual 5.5 3/11/35	50,000	49,932	48,633
	THERMO FISHER SCIENTIFIC INC SENIOR UNSECUREDGLOBAL NOTES Semi Annual 5 1/31/29	115,000	114,738	115,973
	TORONTO DOMINION BANK SENIOR UNSECUREDGLOBAL NOTES Semi Annual 4.78 12/17/29	175,000	175,000	172,641
	TOYOTA LEASE OWNER TR 2024-B ABS SER.2024-BCL.A3 Monthly 4.21 9/20/27	235,000	234,973	233,649
	TRUSTAGE FINANCIAL GROUP SENIOR UNSECUREDNOTES Semi Annual 4.63 4/15/32	65,000	64,529	59,379
	TRUIST FINANCIAL CORP SR UNSEC ADJ MED TERMNOTES Semi Annual 0 6/6/28	274,000	272,066	269,045
	TRUIST FINANCIAL CORP SR UNSEC ADJ MED TERMNOTES Semi Annual 0 6/8/27	430,000	432,808	437,074
	TRUIST FINANCIAL CORP SR UNSEC ADJ MED TERMNOTES Semi Annual 0 10/30/29	110,000	110,000	117,623
	UBS COMMERCIAL MTG TR 2017-C5 ABS SER.2017-C5CL.ASB Monthly 3.35 11/15/50	283,569	306,964	278,300
	US BANCORP SR UNSECURED GLOBAL ADJ NOTES Semi Annual 0 6/12/29	448,000	448,000	458,119
	UNIVERSAL HEALTH SERVICES INC SECURED GLOBALNOTES Semi Annual 4.63 10/15/29	60,000	59,974	57,871
	VANTAGE DATA CNTRS LLC 2020-1A ABS SER.2020-1ACL.A2 Monthly 1.65 9/15/45	566,000	548,091	552,734
	VMWARE INC SENIOR UNSECURED GLOBAL NOTES Semi Annual 1.4 8/15/26	457,000	399,761	432,922
	VOLKSWAGEN GROUP AMERICA SENIOR UNSECUREDNOTES Semi Annual 5.25 3/22/29	245,000	243,981	242,315
	VSTRONG AUTO RCVBLS TR 2024-AABS SER.2024-ACL.B Monthly 5.77 7/15/30	23,000	22,998	23,281
	WEC ENERGY GROUP INC SENIOR UNSECUREDNOTES Semi Annual 4.75 1/9/26	180,000	179,791	180,096
	WELLS FARGO & CO SR UNSEC ADJ MED TERM NOTES Semi Annual 0 2/11/31	953,000	850,238	840,434
	WELLS FARGO & CO SR UNSECURED GLOBAL ADJNOTES Semi Annual 0 7/25/29	727,000	714,706	738,120
	WELLS FARGO & CO SR UNSECURED GLOBAL ADJNOTES Semi Annual 0 4/22/28	230,000	230,000	233,783
	WHEELS FLEET LEAS FNDG 2023-2A ABS SER.2023-1ACL.A Monthly 5.8 4/18/38	125,649	125,644	126,439
	WHEELS FLEET LEAS FNDG 2024-1A ABS SER.2024-1ACL.A1 Monthly 5.49 2/18/39	100,000	99,993	101,141
	WHEELS FLEET LEAS FNDG 2024-2A ABS SER.2024-2ACL.A1 Monthly 4.87 6/21/39	100,000	99,998	100,129
	WHEELS FLEET LEAS FNDG 2024-3A ABS SER.2024-3ACL.A1 Monthly 4.8 9/19/39	190,000	189,989	189,793
	WILLIAMS COMPANIES INC SENIOR UNSECUREDGLOBAL NOTES Semi Annual 5.4 3/2/26	145,000	144,865	145,978
	WILLIAMS PARTNERS LP SENIOR UNSECURED GLOBAL NOTES Semi Annual 4 9/15/25	157,000	153,598	156,189
	WILLIAMS PARTNERS LP SENIOR UNSECURED NOTES Semi Annual 3.75 6/15/27	395,000	389,427	385,014
	WILLIS NORTH AMERICA INC SENIOR UNSECURED GLOBAL NOTES Semi Annual 4.65 6/15/27	268,000	266,671	267,359
	WISCONSIN PUBLIC SERVICE CORP SENIOR UNSECURED GLOBAL NOTES Semi Annual 4.55 12/1/29	45,000	44,964	44,388
	ZIPLY FIBER ISSUER LLC 2024-1A ABS SER.2024-1A CL.A2 Monthly 6.64 4/20/54	205,000	204,943	210,076
	Total Corporate Debt-Other			\$ 59,756,233
Corporate Debt-Preferred				
	ALLY AUTO REC TR 2022-3 ABS SER.2022-3 CL.A3 Monthly 5.07 4/15/27	39,010	\$ 39,008	\$ 39,087
	AMERICREDIT AUTO REC TR 2024-1 ABS SER.2024-1CL.A3 Monthly 5.43 1/18/29	95,000	94,991	96,006
	AMERICAN CREDIT ACCEP 2022-4 ABS SER.2022-4CL.C Monthly 7.86 2/15/29	6,190	6,189	6,222
	AMERICAN CREDIT ACCEP 2023-4 ABS SER.2023-4CL.B Monthly 6.63 2/14/28	55,000	54,998	55,445
	AMERICAN CREDIT ACCEP 2023-3 ABS SER.2023-3CL.C Monthly 6.44 10/12/29	85,000	84,989	86,025
	AM EX CREDIT ACCT MASTER TRUST ABS SER.2023-1CL.A Monthly 4.87 5/15/28	815,000	818,938	819,323
	AMERICREDIT AUTO REC TR 2022-2 ABS SER.2022-2CL.A3 Monthly 4.38 4/18/28	39,174	39,166	39,130
	AMERICREDIT AUTO REC TR 2021-2 ABS SER.2021-2CL.B Monthly 0.69 1/19/27	10,833	10,832	10,813
	AMERICREDIT AUTO REC TR 2023-1 ABS SER.2023-1CL.B Monthly 5.57 3/20/28	210,000	209,956	212,435
	ATHENE GLOBAL FUNDING SECURED NOTES SemiAnnual 2.5 3/24/28	60,000	59,831	55,258
	ATHENE GLOBAL FUNDING SECURED NOTES SemiAnnual 5.32 11/13/31	135,000	135,000	132,757
	BANK OF AMERICA CC TR 2024-A1 ABS SER.2024-A1CL.A Monthly 4.93 5/15/29	825,000	829,042	832,973
	BANK OF NEW YORK MELLON CORP SR UNSECUREDGLOBAL ADJ NOTES Semi Annual 0 10/25/28	371,000	385,974	380,859
	BANK OF NEW YORK MELLON CORP SR UNSECUREDGLOBAL ADJ NOTES Semi Annual 0 4/26/27	75,000	75,000	75,313
	BANK OF NEW YORK MELLON CORP SR UNSECUREDGLOBAL ADJ NOTES Semi Annual 0 7/22/32	95,000	95,000	94,759
	BANK OF AMERICA NA SENIOR UNSECURED NOTES Semi Annual 5.53 8/18/26	250,000	250,000	253,300
	CLOUD CAPITAL HOLDCO 2024-1A ABS SER.2024-1ACL.A2 Monthly 5.78 11/22/49	175,000	175,000	174,413
	BRIDGECREST AUTO SEC TR 2023-1 ABS SER.2023-1CL.A3 Monthly 6.51 11/15/27	179,907	179,884	180,947
	BRIDGECREST LENDING 2024-3 ABS SER.2024-3 CL.B Monthly 5.37 10/16/28	55,000	55,000	55,377
	BRIGHTHOUSE FINANCIAL GLBL FND SECURED NOTES Semi Annual 1.75 1/13/25	215,000	214,725	214,797
	CARMAX AUTO OWNER TRUST 2024-4 ABS SER.2024-4CL.A3 Monthly 4.6 10/15/29	135,000	134,975	134,991
	CARMAX AUTO OWNER TRUST 2023-2 ABS SER.2023-2CL.A3 Monthly 5.05 1/18/28	260,000	259,972	261,173
	CARMAX AUTO OWNER TRUST 2021-2 ABS SER.2021-2CL.A4 Monthly 0.81 12/15/26	1,044,480	1,044,417	1,032,414
	CARVANA AUTO REC TR 2023-P1 ABS SER.2023-P1CL.A3 Monthly 5.98 12/10/27	144,973	144,947	146,006
	CARVANA AUTO REC TR 2023-N1 ABS SER.2023-N1CL.A Monthly 6.36 4/12/27	33,863	33,862	33,939
	CARVANA AUTO REC TR 2024-P2 ABS SER.2024-P2CL.A3 Monthly 5.33 7/10/29	50,000	49,993	50,527
	CARVANA AUTO REC TR 2024-P3 ABS SER.2024-P3CL.A3 Monthly 4.26 10/10/29	170,000	169,996	168,298
	CHASE AUTO OWNER TR 2024-5A ABS SER.2024-5ACL.A3 Monthly 4.18 8/27/29	55,000	54,994	54,486
	CHUBB INA HOLDINGS INC SENIOR UNSECUREDGLOBAL NOTES Semi Annual 4.65 8/15/29	190,000	189,818	189,324
	CITIZENS AUTO RCVBLS TR 2024-1 ABS SER.2024-1CL.A3 Monthly 5.11 4/17/28	35,000	35,000	35,235
	CREDIT ACCEPTANCE AUTO 2023-1A ABS SER.2023-1ACL.A Monthly 6.48 3/15/33	250,000	249,984	252,775
	CREDIT ACCEPTANCE AUTO 2023-2A ABS SER.2023-2ACL.B Monthly 6.61 7/15/33	210,000	209,976	213,853
	DNB BANK ASA SR PREFERRED ADJ NOTES SemiAnnual 0 11/5/30	235,000	235,000	232,323
	DT AUTO OWNER TRUST 2022-3A ABS SER.2022-3ACL.B Monthly 6.74 7/17/28	58,262	58,262	58,376
	DT AUTO OWNER TRUST 2023-2A ABS SER.2023-2ACL.B Monthly 5.41 2/15/29	85,000	84,994	85,201
	JOHN DEERE CAPITAL CORP SR UNSECURED MEDIUMTERM NOTES Semi Annual 4.9 3/7/31	170,000	169,760	170,054
	DENSO CORP SENIOR UNSECURED NOTES Semi Annual 1.24 9/16/26	200,000	200,000	188,536
	DT AUTO OWNER TRUST 2021-4A ABS SER.2021-4ACL.C Monthly 1.5 9/15/27	33,703	33,702	33,503
	ENTERPRISE FLEET FIN 2022-3 ABS SER.2022-3 CL.A2 Monthly 4.38 7/20/29	19,452	19,449	19,421

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

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EIN: 75-1151701
Plan #: 001

(a) Party In Interest**	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment (shares)	(d) Cost*	(e) Current Value
	ENTERPRISE FLEET FIN 2023-2 ABS SER.2023-2 CL.A2Monthly 5.56 4/22/30	66,496	\$ 66,485	\$ 67,070
	ENTERPRISE FLEET FIN 2024-1 ABS SER.2024-1 CL.A3Monthly 5.16 9/20/30	50,000	49,985	50,534
	ENTERPRISE FLEET FIN 2024-3 ABS SER.2024-3 CL.A4Monthly 5.06 3/20/31	65,000	64,999	65,304
	EXETER AUTO REC TRUST 2024-4A ABS SER.2024-4ACL.C Monthly 5.48 8/15/30	50,000	49,990	50,286
	EXETER AUTO REC TRUST 2022-5A ABS SER.2022-5ACL.B Monthly 5.97 3/15/27	30,649	30,572	30,664
	EXETER AUTO REC TRUST 2023-1A ABS SER.2023-1ACL.B Monthly 5.72 4/15/27	10,641	10,640	10,644
	EXXON MOBIL CORP SENIOR UNSECURED GLOBALNOTES Semi Annual 3.48 3/19/30	235,000	235,000	221,354
	FLAGSHIP CREDIT AUTO TR 2023-1 ABS SER.2023-1CL.A3 Monthly 5.01 8/16/27	105,000	104,992	105,116
	FLAGSHIP CREDIT AUTO TR 2023-2 ABS SER.2023-2CL.C Monthly 5.81 5/15/29	110,000	109,995	110,644
	FLAGSHIP CREDIT AUTO TR 2020-4 ABS SER.2020-4CL.C Monthly 1.28 2/16/27	1,370	1,369	1,368
	FORD CREDIT FLRPLN MSTR OWN A ABS SER.2024-1CL.A1 Monthly 5.29 4/15/29	190,000	189,963	192,601
	FORD CREDIT AUTO OWN TR 2024-B ABS SER.2024-BCL.A4 Monthly 4.96 5/15/30	920,000	919,958	928,350
	FORD CREDIT AUTO OWN TR 2021-1 ABS SER.2021-1CL.A Monthly 1.37 10/17/33	140,000	139,999	134,471
	FOURSIGHT CAP AUTO REC 2022-2 ABS SER.2022-2CL.A3 Monthly 4.59 6/15/27	14,372	14,372	14,366
	GECU AUTO RCVBLS TR 2023-1A ABS SER.2023-1ACL.A3 Monthly 5.63 8/15/28	100,000	99,984	100,961
	GLS AUTO REC TRUST 2024-1A ABS SER.2024-1A CL.A3Monthly 5.4 9/15/27	40,000	39,999	40,165
	GM FINANCIAL REVOLVING 2024-1 ABS SER.2024-1 CL.AMonthly 4.98 12/11/36	160,000	159,951	161,362
	GLS AUTO SELECT REC TR 2024-4A ABS SER.2024-4ACL.A2 Monthly 4.43 12/17/29	55,000	54,998	54,763
	GLS AUTO REC TRUST 2024-2A ABS SER.2024-2A CL.BMonthly 5.77 11/15/28	105,000	104,986	106,443
	GLS AUTO REC TRUST 2024-3A ABS SER.2024-3A CL.BMonthly 5.08 1/16/29	50,000	49,995	50,210
	GLS AUTO SELECT REC TR 2024-3A ABS SER.2024-3ACL.A2 Monthly 5.59 10/15/29	78,645	78,644	79,562
	GLS AUTO SELECT REC TR 2024-2A ABS SER.2024-2ACL.A2 Monthly 5.58 6/17/30	22,329	22,327	22,581
	GM FNL CONS AUTO REC TR 2024-2 ABS SER.2024-2CL.B Monthly 5.28 10/16/29	200,000	199,951	202,602
	GM FNCL AUTO LEASING TR 2024-3 ABS SER.2024-3CL.A3 Monthly 4.21 10/20/27	50,000	49,994	49,721
	GOLDMAN SACHS BANK USA SENIOR UNSECURED ADJNOTES Semi Annual 0 5/21/27	165,000	165,000	166,287
	HUNTINGTON AUTO TRUST 2024-1A ABS SER.2024-1ACL.A3 Monthly 5.23 1/16/29	65,000	64,998	65,667
	JPMORGAN CHASE & CO SR UNSECURED GLOBAL ADJNOTES Semi Annual 0 10/22/35	170,000	170,000	163,799
	JACKSON NATL LIFE GLBL FUNDING SECURED NOTESSemi Annual 1.75 1/12/25	235,000	234,960	234,804
	JP MORGAN CHASE BANK NA SENIOR UNSECUREDNOTES Semi Annual 5.11 12/8/26	360,000	360,000	363,792
	KAISER FOUNDATION HOSPITALS SENIOR UNSECUREDNOTES Semi Annual 3.15 5/1/27	425,000	423,449	411,531
	LAD AUTO RCVBLS TRUST 2024-2A ABS SER.2024-2ACL.A3 Monthly 5.61 8/15/28	60,000	59,994	60,650
	MERCEDES-BENZ FINANCE NA LLC SENIOR UNSECURED NOTES Semi Annual 4.9 11/15/27	235,000	234,742	234,628
	MINITUBISHI CORP SENIOR UNSECURED NOTES SemiAnnual 5 7/2/29	220,000	219,144	221,077
	MORGAN STANLEY SENIOR UNSECURED ADJ NOTESSemi Annual 0 5/26/28	255,000	255,000	258,551
	NTT FINANCE CORP SENIOR UNSECURED NOTES SemiAnnual 5.11 7/2/29	270,000	270,000	272,009
	NATIONWIDE BUILDING SOCIETY SENIOR PREFERREDNOTES Semi Annual 5.13 7/29/29	315,000	315,000	315,285
	NAVIENT STUDENT LN TR 2020-GA ABS SER.2020-GACL.A Monthly 1.17 9/16/69	19,779	19,776	18,127
	NEW YORK LIFE GLOBAL FUNDING SECURED NOTESSemi Annual 5 6/6/29	190,000	189,635	191,401
	NEW YORK LIFE GLOBAL FUNDING SECURED NOTESSemi Annual 4.6 12/5/29	75,000	74,957	74,455
	NEXTGEAR FLOOR MSTR TR 2024-1A ABS SER.2024-1ACL.A2 Monthly 5.12 3/15/29	190,000	189,963	191,822
	NORDEA BANK ABP SENIOR PREFERRED NOTES SemiAnnual 4.38 9/10/29	270,000	269,795	264,131
	NORTHWESTERN MUTUAL GLBL FNDG SECUREDNOTES Semi Annual 4.9 6/12/28	185,000	184,943	185,059
	OCTANE RECEIVABLES TR 2024-2A ABS SER.2024-2ACL.A2 Monthly 5.8 7/20/32	115,299	115,293	116,549
	PENFED AUTO REC OWN TR 2024-A ABS SER.2024-ACL.A3 Monthly 4.7 6/15/29	50,000	49,995	49,944
	PIONEER NATURAL RESOURCES CO SENIOR UNSECURED NOTES Semi Annual 5.1 3/29/26	110,000	109,946	110,758
	PRESTIGE AUTO REC TR 2023-1A ABS SER.2023-1ACL.C Monthly 5.65 2/15/28	85,000	85,000	85,547
	PRESTIGE AUTO REC TR 2021-1A ABS SER.2021-1ACL.C Monthly 1.53 2/15/28	77,437	77,424	76,557
	PROTECTIVE LIFE GLOBAL FUNDING SECURED NOTESSemi Annual 5.22 6/12/29	155,000	155,000	155,946
	PUBLIC SERVICE ELECTRIC SECURED 1ST MTG MEDTERM NOTES Semi Annual 2.25 9/15/26	520,000	518,289	500,305
	RELIANCE STANDARD LIFE GLOBAL SECURED NOTESSemi Annual 2.75 5/7/25	210,000	209,087	208,429
	ROYAL BANK OF CANADA SR UNSECURED GLOBALADJ NOTES Semi Annual 0 8/2/30	145,000	145,000	143,890
	SFS AUTO RCVBLS SEC TR 2023-1A ABS SER.2023-1ACL.A3 Monthly 5.47 10/20/28	90,000	89,991	90,805
	SFS AUTO RCVBLS SEC TR 2024-3A ABS SER.2024-3ACL.A3 Monthly 4.55 6/20/30	35,000	34,996	34,947
	SANTANDER DR AUTO RE TR 2023-3 ABS SER.2023-3CL.C Monthly 5.77 11/15/30	40,000	40,045	40,657
	SANTANDER DR AUTO RE TR 2022-4 ABS SER.2022-4CL.B Monthly 4.42 11/15/27	118,476	118,448	118,339
	SANTANDER DR AUTO RE TR 2023-1 ABS SER.2023-1CL.C Monthly 5.09 5/15/30	80,000	79,781	80,283
	SIERRA REC FUNDING CO 2024-2A ABS SER.2024-2ACL.A Monthly 5.14 6/20/41	80,714	80,694	80,597
	SREIT TRUST 2021-PALM ABS FLOAT SER.2021-PALMCL.A Monthly 0 10/15/34	265,000	263,818	264,006
	STATE STREET BANK & TRUST CO SENIOR UNSECURED NOTES Semi Annual 4.78 11/23/29	260,000	260,000	259,193
	TEXAS INSTRUMENTS INC SENIOR UNSECUREDGLOBAL NOTES Semi Annual 4.6 2/15/28	375,000	384,015	375,693
	TOTAL CAPITAL INTL SA SENIOR UNSECURED GLOBALNOTES Semi Annual 2.43 1/10/25	140,000	140,000	139,922
	TOYOTA MOTOR CREDIT CORP SENIOR UNSECUREDGLOBAL NOTES Semi Annual 5.05 5/16/29	95,000	94,797	95,685
	TOYOTA AUTO LN EXTEND 2020-1A ABS SER.2020-1ACL.A Monthly 1.35 5/25/33	130,000	129,993	128,299
	TOYOTA AUTO RCVBLS TR 2024-D ABS SER.2024-DCL.A4 Monthly 4.43 4/15/30	960,000	959,743	951,806
	USAA CAPITAL CORP SENIOR UNSECURED NOTESSemi Annual 3.38 5/1/25	150,000	149,510	149,439
	UNITED AUTO CR SEC TR 2022-2 ABS SER.2022-2 CL.CMonthly 5.81 5/10/27	14,882	14,810	14,886
	US BANCORP SR UNSECURED GLOBAL ADJ NOTESSemi Annual 0 7/22/28	309,000	311,537	306,472
	UNITEDHEALTH GROUP INC SENIOR UNSECUREDGLOBAL NOTES Semi Annual 4.95 1/15/32	185,000	184,580	182,913
	VERIZON MASTER TRUST 2023-7 ABS SER.2023-7CL.A1A Monthly 5.67 11/20/29	1,055,000	1,063,350	1,076,363
	VERIZON MASTER TRUST 2024-6 ABS SER.2024-6CL.A1A Monthly 4.17 8/20/30	460,000	459,881	455,576
	WESTLAKE AUTO REC TR 2023-3A ABS SER.2023-3ACL.C Monthly 6.02 9/15/28	145,000	144,990	147,239
	WESTLAKE AUTO REC TR 2024-2A ABS SER.2024-2ACL.A3 Monthly 5.56 2/15/28	50,000	49,996	50,485
	WESTLAKE AUTO REC TR 2024-3A ABS SER.2024-3ACL.A3 Monthly 4.71 4/17/28	65,000	64,994	64,982
	WESTPAC BANKING CORP SENIOR UNSECUREDGLOBAL NOTES Semi Annual 5.05 4/16/29	110,000	109,797	111,202

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

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	WORLD OMNI SELECT AUTO 2021-A ABS SER.2021-A CL.B Monthly 0.85 8/16/27	62,361	\$ 62,347	\$ 61,966
	WORLD OMNI AUTO REC TR 2021-C ABS SER.2021-CCL.B Monthly 0.84 9/15/27	750,000	749,787	732,212
	WORLD OMNI AUTO REC TR 2024-C ABS SER.2024-CCL.A3 Monthly 4.43 12/17/29	70,000	69,986	69,758
	Total Corporate Debt - Preferred			\$ 21,251,541
	Corporate Stocks - Common			
	ABB LIMITED COMMON STOCK - SPONSORED ADR	11,331	\$ 297,326	\$ 608,588
	AIA GROUP LTD COMMON STOCK - ADR 0	13,067	508,115	376,591
	ADIDAS AG COMMON STOCK - SPONSORED ADR 0	3,362	394,473	409,391
	AGILENT TECHNOLOGIES INC COMMON STOCK 0	879	110,393	118,085
	AIR LIQUIDE COMMON STOCK - UNSPONSORED ADR 0	17,790	532,810	573,728
	ALIGN TECHNOLOGY INC COMMON STOCK 0	646	158,919	134,697
	ALLEGHENY TECHNOLOGIES INC COMMON STOCK 0	2,354	108,865	129,564
	ALNYLAM PHARMACEUTICALS INC COMMON STOCK 0	326	68,375	76,711
	AMPHENOL CORP COMMON STOCK CL.A 0	1,756	71,856	121,954
	APOLLO GLOBAL MANAGEMENT INC COMMON STOCK 0	1,307	114,819	215,864
	APPROVIN CORP COMMON STOCK 0	1,123	344,053	363,661
	ARISTA NETWORKS INC COMMON STOCK 0	2,445	109,315	270,246
	ASICS CORP COMMON STOCK - UNSPONSORED ADR 0	13,561	55,513	267,016
	ASTRAZENCA PLC COMMON STOCK - SPONSORED ADR 0	5,415	425,906	354,791
	AVANTOR INC COMMON STOCK 0	2,458	58,224	51,790
	BWX TECHNOLOGIES INC COMMON STOCK 0	672	51,013	74,854
	BANKINTER SA COMMON STOCK - ADR 0	28,857	232,983	225,662
	BEACON ROOFING SUPPLY INC COMMON STOCK 0	2,319	208,244	235,564
	BILL.COM HOLDINGS INC COMMON STOCK 0	2,234	158,451	189,242
	BORGWARNER INC COMMON STOCK 0	3,073	121,740	97,691
	BRIGHT HORIZONS FAMILY SOLUTNS COMMON STOCK 0	1,319	120,665	146,211
	BUILDERS FIRSTSOURCE INC COMMON STOCK 0	788	118,030	112,629
	BUREAU VERITAS SA COMMON STOCK - ADR 0	7,046	412,800	424,734
	BURLINGTON STORES COMMON STOCK 0	801	143,359	228,333
	CAESARS ENTERTAINMENT INC COMMON STOCK 0	2,869	140,029	95,882
	CAPGEMINI SE COMMON STOCK - UNSPONSORED ADR 0	13,408	527,208	435,224
	CARLYLE GROUP INC/THE COMMON STOCK 0	3,557	158,266	179,593
	CHENIERE ENERGY INC COMMON STOCK 0	484	100,775	103,997
	CHIPOTLE MEXICAN GRILL INC COMMON STOCK 0	1,355	53,016	81,707
	CINTAS CORPORATION COMMON STOCK 0	580	65,894	105,966
	COGNEX CORP COMMON STOCK 0	725	29,851	25,999
	COGNIZANT TECH SOLUTIONS CORP COMMON STOCK 0	2,153	152,347	165,566
	COINBASE GLOBAL INC COMMON STOCK 0	660	150,756	163,878
	COMPAGNIE FINANCIERE RICHEMONT COMMON STOCK - ADR 0	31,600	435,078	479,688
	COMPASS GROUP PLC COMMON STOCK - SPONSORED ADR 0	16,425	344,807	551,716
	CONTINENTAL AG COMMON STOCK - SPONSORED ADR 0	23,045	177,767	152,327
	COSTAR GROUP INC COMMON STOCK 0	993	92,898	71,089
	CRODA INTERNATIONAL PLC COMMON STOCK - ADR 0	9,197	245,880	192,861
	CROWDSTRIKE HOLDINGS INC COMMON STOCK CL.A 0	266	50,462	91,015
	DBS GROUP HOLDINGS COMMON STOCK - ADR 0	2,457	176,518	314,594
	DATADOG INC COMMON STOCK CL.A 0	831	111,526	118,742
	DEXCOM INC COMMON STOCK 0	2,053	173,697	159,662
	DIPLOMA PLC COMMON STOCK - ADR 0	1,927	344,103	411,299
	DISCO CORP COMMON STOCK - ADR 0	5,373	143,719	142,761
	DOMINO'S PIZZA INC COMMON STOCK 0	218	79,310	91,508
	DRAFTKINGS INC COMMON STOCK 0	3,863	154,169	143,704
	DSV A/S COMMON STOCK - ADR 0	1,600	170,451	169,920
	EAGLE MATERIALS INC COMMON STOCK 0	805	132,620	198,642
	ENTEGRIS INC COMMON STOCK 0	219	25,116	21,694
	EPAM SYSTEMS INC COMMON STOCK 0	883	211,383	206,463
	EPIROC AB COMMON STOCK - ADR 0	18,142	341,527	314,945
	EQUIFAX INC COMMON STOCK 0	409	77,542	104,234
	EXPERIAN PLC COMMON STOCK - ADR 0	9,639	381,988	411,874
	FAIR ISAAC CORP COMMON STOCK 0	123	69,956	244,884
	FANUC CORPORATION COMMON STOCK - UNSPONSORED ADR 0	24,604	347,413	320,836
	FIRST INDUSTRIAL REALTY TRUST COMMON STOCK 0	1,893	98,621	94,896
	FORTINET INC COMMON STOCK 0	2,263	162,268	213,808
	GE HEALTHCARE TECHNOLOGIES INC COMMON STOCK 0	931	70,236	72,786
	GARTNER INC COMMON STOCK 0	149	63,829	72,186
	GILDAN ACTIVEWEAR INC COMMON STOCK 0	9,000	337,701	423,450
	GUIDEWIRE SOFTWARE INC COMMON STOCK 0	1,121	95,123	188,978
	HALMA PLC COMMON STOCK - ADR 0	5,058	280,049	346,473
	HEXAGON AB COMMON STOCK - ADR 0	13,028	129,300	123,310
	HOLOGIC INC COMMON STOCK 0	1,840	137,346	132,646
	HOYA CORP COMMON STOCK - ADR 0	3,144	334,691	389,856
	HUBSPOT INC COMMON STOCK 0	300	144,084	209,031
	HUNT J B TRANS SVCS INC COMMON STOCK 0	485	89,482	82,770
	IMCD NV COMMON STOCK - ADR 0	4,887	366,888	362,957

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	IDEXX LABS INC COMMON STOCK 0	282	\$ 130,172	\$ 116,590
	ING GROEP NV COMMON STOCK 0	26,100	336,987	408,987
	INSPIRE MEDICAL SYSTEMS INC COMMON STOCK 0	817	142,888	151,455
	JAMES HARDIE INDUSTRIES PLC COMMON STOCK - ADR 0	7,073	271,430	217,919
	KBC GROEP NV COMMON STOCK - UNSPONSORED ADR 0	9,926	336,697	382,846
	KBR INC COMMON STOCK 0	1,685	102,345	97,612
	KLA TENCOR CORP COMMON STOCK 0	158	76,959	99,559
	KKR & CO INC COMMON STOCK CL.A 0	1,907	111,184	282,064
	KAO CORP COMMON STOCK - ADR 0	21,209	170,962	171,367
	KNIGHT SWIFT TRANSPORTATION HO COMMON STOCK 0	1,898	102,061	100,670
	L3HARRIS TECHNOLOGIES INC COMMON STOCK 0	684	142,619	143,832
	LAMB WESTON HOLDINGS INC COMMON STOCK 0	1,302	85,884	87,013
	LATTICE SEMICONDUCTOR CORP COMMON STOCK 0	2,195	125,338	124,347
	LITHIA MOTORS INC COMMON STOCK CL.A 0	410	113,687	146,546
	LONDON STOCK EXCHANGE GRP PLC COMMON STOCK - ADR 0	11,332	298,405	404,439
	MSCI INC COMMON STOCK CL.A 0	237	119,485	142,202
	MARVELL TECHNOLOGY INC COMMON STOCK 0	2,196	143,543	242,548
	MATCH GROUP INC COMMON STOCK 0	939	32,567	30,715
	MATTEL INC COMMON STOCK 0	8,631	174,858	153,028
	METTLER TOLEDO INTERNATIONAL COMMON STOCK 0	112	135,612	137,052
	MITSUI FUDOSAN CO LTD COMMON STOCK - ADR 0	11,342	323,631	271,754
	MIZUHO FINANCIAL GROUP INC COMMON STOCK - ADR 0	120,874	497,151	591,074
	MOBILEYE GLOBAL INC COMMON STOCK 0	2,900	85,174	57,768
	MODINE MANUFACTURING CO COMMON STOCK 0	1,013	131,042	117,437
	MONGODB INC COMMON STOCK 0	518	184,880	120,596
	MONOLITHIC POWER SYSTEMS INC COMMON STOCK 0	332	192,315	196,444
	MTU AERO ENGINES AG COMMON STOCK - ADR 0	2,974	343,729	492,732
	NASDAQ INC COMMON STOCK 0	791	40,125	61,152
	NATERA INC COMMON STOCK 0	2,063	124,664	326,573
	NIPPON SANSO HOLDINGS CORP COMMON STOCK - ADR 0	24,749	360,719	338,628
	NITORI HOLDINGS CO LTD COMMON STOCK - ADR 0	26,895	376,065	318,437
	NOMURA RESEARCH INSTITUTE LTD COMMON STOCK - ADR 0	9,559	264,740	280,843
	NORDEA BANK ABP COMMON STOCK - ADR 0	16,687	196,408	181,721
	NOVO-NORDISK AS COMMON STOCK - SPONSORED ADR 0	7,552	685,058	649,623
	PALANTIR TECHNOLOGIES INC COMMON STOCK 0	6,077	153,556	459,604
	PERMIAN RESOURCES CORP COMMON STOCK 0	10,175	118,666	146,317
	PUMA SE COMMON STOCK - ADR 0	41,100	193,291	186,183
	QUANTA SERVICES INC COMMON STOCK 0	520	85,786	164,346
	RECRUIT HOLDINGS CO LTD COMMON STOCK - ADR 0	19,701	124,733	275,223
	RELX PLC COMMON STOCK - SPONSORED ADR 0	21,070	562,409	956,999
	RENASAS ELECTRONICS CORP COMMON STOCK - ADR 0	22,408	163,889	141,731
	RESMED INC COMMON STOCK 0	605	128,498	138,357
	ROLLINS INC COMMON STOCK 0	2,124	106,824	98,447
	ROSS STORES INC COMMON STOCK 0	1,030	119,098	155,808
	RYANAIR HOLDINGS PLC COMMON STOCK - ADR 0	8,772	309,237	382,372
	SAMPO OYJ COMMON STOCK - UNSPONSORED ADR 0	16,991	372,602	343,898
	SAP AG COMMON STOCK 0	1,518	202,892	373,747
	SHIN-ETSU CHEM-UNSPON COMMON STOCK - ADR 0	17,086	332,153	282,261
	SIEMENS AG COMMON STOCK - ADR 0	4,791	455,781	463,194
	SKECHERS USA INC COMMON STOCK 0	810	57,834	54,464
	BLOCK INC COMMON STOCK CL.A 0	3,295	246,639	280,042
	STANLEY BLACK & DECKER INC COMMON STOCK 0	701	60,261	56,283
	SUNCOR ENERGY INC COMMON STOCK 0	9,444	244,329	336,962
	SUZUKI MOTOR CORP COMMON STOCK - ADR 0	5,948	265,568	267,838
	SYMRISE AG COMMON STOCK - ADR 0	10,889	332,078	287,578
	TECHTRONIC INDUSTRIES CO LTD COMMON STOCK - ADR 0	5,437	353,783	356,722
	THALES SA COMMON STOCK - ADR 0	12,028	309,197	343,641
	TRADE DESK INC/THE COMMON STOCK CL.A 0	2,364	158,668	277,841
	3I GROUP PLC COMMON STOCK - ADR 0	11,688	231,933	264,149
	TOKYO ELECTRON LTD COMMON STOCK - UNSPONSORED ADR 0	4,410	408,038	332,911
	TRACTOR SUPPLY CO COMMON STOCK 0	355	16,034	18,836
	TRANSUNION COMMON STOCK 0	1,898	152,128	175,964
	TREX COMPANY INC COMMON STOCK 0	881	72,051	60,815
	TWILIO INC COMMON STOCK 0	2,764	203,138	298,733
	UNILEVER PLC COMMON STOCK - SPONSORED ADR 0	16,221	847,406	919,731
	UNITED THERAPEUTICS CORP COMMON STOCK 0	145	58,376	51,162
	UNIVERSAL MUSIC GROUP NV COMMON STOCK - ADR 0	27,413	302,300	349,790
	VAT GROUP AG COMMON STOCK - ADR 0	2,924	152,327	110,176
	VEEVA SYS INC COMMON STOCK CL.A 0	1,103	211,137	231,906
	WASTE CONNECTIONS INC COMMON STOCK 0	583	87,802	100,031
	XPO LOGISTICS INC COMMON STOCK 0	2,608	180,837	342,039
	ZSCALER INC COMMON STOCK 0	746	147,218	134,586
	AON PLC COMMON STOCK 0	2,498	553,859	897,182
	CRH PLC COMMON STOCK 0	1,909	148,086	176,621

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

As of December 31, 2024

EIN: 75-1151701
Plan #: 001

(a) Party In Interest**	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment (shares)	(d) Cost*	(e) Current Value
	FTAI AVIATION LTD COMMON STOCK 0	2,976	\$ 113,736	\$ 428,663
	ICON PLC COMMON STOCK 0	1,301	312,353	272,833
	STERIS PLC COMMON STOCK 0	662	143,113	136,081
	ALCON AG COMMON STOCK 0	1,710	135,031	145,162
	CHUBB LIMITED COMMON STOCK 0	1,058	238,693	292,325
	ON HOLDING AG COMMON STOCK 0	1,799	73,771	98,531
	ASM INTERNATIONAL NV COMMON STOCK 0	294	110,940	167,330
	ASML HOLDING NV COMMON STOCK 0	832	608,722	576,640
	Total Corporate Stocks - Common			\$ 35,850,642
	Interest-bearing Cash			
	JP MORGAN TRUST II US GOVT MMF INST CLASS 0	14,215,825	\$ 14,215,825	\$ 14,215,825
	Total Interest-bearing Cash			\$ 14,215,825
	Pooled Separate Accounts			
	New York Life Anchor Acct III		*	\$ 22,958,045
	JP Morgan Investment Management Large Cap Growth		*	45,992,036
	Total Pooled Separate Accounts			\$ 68,950,081
**	Participant Loans (Interest Rate 4.25% - 9.50%)		-0-	\$ 6,160,928
	Registered Investment Companies			
	American Century Ultra-Inv		*	\$ 15,299,427
	American Funds Washington Mutual-A		*	20,254,050
	T Rowe Price Small-Cap Value		*	20,872,929
	Vanguard Intermediate-Term Bond Index-Inst		*	7,629,553
	American Funds EuroPacific GR R4		*	12,495,521
	Janus Henderson Enterprise I		*	10,535,524
	Vanguard Target Retirement Income INV		*	9,610,142
	Vanguard Institutional Index Fund		*	35,350,495
	Vanguard FTSE Social Index Admiral		*	3,265,853
	VANGUARD TARGET RETIREMENT 2020 INV		*	3,890,740
	VANGUARD TARGET RETIREMENT 2025 INV		*	12,150,026
	VANGUARD TARGET RETIREMENT 2030 INV		*	20,730,362
	VANGUARD TARGET RETIREMENT 2035 INV		*	27,613,452
	VANGUARD TARGET RETIREMENT 2040 INV		*	19,517,586
	VANGUARD TARGET RETIREMENT 2045 INV		*	14,815,995
	VANGUARD TARGET RETIREMENT 2050 INV		*	11,482,784
	VANGUARD TARGET RETIREMENT 2055 INV		*	5,151,089
	VANGUARD TRGT RETIRE 2060 INV		*	3,606,680
	VANGUARD TRGT RETIRE 2065 INV		*	1,087,438
	VANGUARD TARGET RETIREMENT 2070 INV		*	513,617
	LAZARD EMERG MKT EQY-INST MUTUAL FUND 0	73,837	1,298,248	1,323,160
	VANGUARD INSTITUTIONAL INDEX FUND 0	109,657	28,807,708	52,514,571
	VANGUARD RUSSELL 1000 GROWTH INDEX FUND 0	33,942	16,533,581	26,965,264
	Total Registered Investment Companies			\$ 336,676,258
	U.S. Government			
	FHLMC GOLD POOL #G08595 Monthly 4 7/1/44	52,811	\$ 56,301	\$ 49,302
	FHLMC GOLD POOL #G08596 Monthly 4.5 7/1/44	61,315	66,708	58,991
	FHLMC GOLD POOL #C09068 Monthly 3.5 11/1/44	75,620	78,610	68,302
	FHLMC POOL #SD4997 Monthly 5 10/1/53	708,185	689,651	684,793
	FHLMC POOL #SD8349 Monthly 5.5 8/1/53	1,504,390	1,496,828	1,486,701
	FHLMC POOL #SD8382 Monthly 5 12/1/53	156,903	149,303	151,555
	FHLMC POOL #SD3977 Monthly 5 4/1/53	869,862	853,857	840,941
	FHLMC ABS SER.KJ26 CL.A2 Monthly 2.61 7/25/27	325,547	332,041	317,307
	FNMA POOL #889720 Monthly 6.5 7/1/38	1,436	1,474	1,488
	FNMA POOL #MA4580 Monthly 3.5 4/1/52	928,004	928,257	822,516
	FNMA POOL #MA4656 Monthly 4.5 7/1/52	787,539	762,251	742,191
	FNMA POOL #MA4699 Monthly 3.5 8/1/52	84,401	73,244	74,740
	FNMA POOL #MA4737 Monthly 5 8/1/52	600,813	599,780	581,820
	FNMA POOL #MA5245 Monthly 5 1/1/54	1,805,200	1,774,941	1,743,339
	GNMA CMO FLOAT SER.2018-H11 CL.FJ Monthly 0 6/20/68	555,104	545,650	555,759
	GNMA CMO FLOAT SER.2019-H01 CL.FL Monthly 0 12/20/68	71,634	71,590	71,718
	GNMA CMO SER.2019-H04 CL.NA Monthly 3.5 9/20/68	538,758	577,581	499,157
	GNMA CMO FLOAT SER.2019-H10 CL.FM Monthly 0 5/20/69	209,149	208,822	208,552
	UNITED STATES OF AMERICA TREASURY NOTES SemiAnnual 3.88 12/31/27	1,000,000	1,015,977	988,522
	UNITED STATES OF AMERICA TREASURY NOTES SemiAnnual 3.63 3/31/28	3,370,000	3,369,466	3,300,655
	UNITED STATES OF AMERICA TREASURY NOTES SemiAnnual 3.38 5/15/33	475,000	459,383	436,514
	UNITED STATES OF AMERICA TREASURY NOTES SemiAnnual 3.63 5/31/28	1,465,000	1,445,297	1,432,911
	UNITED STATES OF AMERICA TREASURY NOTES SemiAnnual 3.75 5/31/30	892,000	865,969	863,357
	UNITED STATES OF AMERICA TREASURY NOTES SemiAnnual 4 6/30/28	505,000	501,844	499,778
	UNITED STATES OF AMERICA TREASURY NOTES SemiAnnual 4.13 7/31/28	4,171,000	4,118,852	4,142,214
	UNITED STATES OF AMERICA TREASURY NOTES SemiAnnual 4.38 8/31/28	720,000	723,150	720,572

MARY KAY INC. PROFIT SHARING AND 401(k) PLAN
FORM 5500, SCHEDULE H, LINE 4(i) - SCHEDULE OF ASSETS (HELD AT END OF YEAR)
As of December 31, 2024

EIN: 75-1151701
Plan #: 001

(a) Party In Interest**	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment (shares)	(d) Cost*	(e) Current Value
	UNITED STATES OF AMERICA TREASURY NOTES SemiAnnual 4.63 9/30/28	490,000	\$ 485,961	\$ 494,582
	UNITED STATES OF AMERICA TREASURY NOTES SemiAnnual 4.88 10/31/28	1,470,000	1,498,879	1,496,437
	UNITED STATES OF AMERICA TREASURY BONDS SemiAnnual 4.5 11/15/33	2,030,000	2,081,654	2,020,811
	UNITED STATES OF AMERICA TREASURY NOTES SemiAnnual 4.38 11/30/28	4,490,000	4,529,323	4,491,817
	UNITED STATES OF AMERICA TREASURY NOTES SemiAnnual 4 1/31/29	567,000	558,654	559,233
	UNITED STATES OF AMERICA TREASURY BONDS SemiAnnual 4 2/15/34	1,920,000	1,840,716	1,838,130
	UNITED STATES OF AMERICA TREASURY NOTES SemiAnnual 4.13 2/15/27	1,591,000	1,571,017	1,586,664
	UNITED STATES OF AMERICA TREASURY NOTES SemiAnnual 4.25 2/28/29	2,575,000	2,576,195	2,562,964
	UNITED STATES OF AMERICA TREASURY NOTES SemiAnnual 4.13 3/31/29	1,585,000	1,555,034	1,569,418
	UNITED STATES OF AMERICA TREASURY NOTES SemiAnnual 4.63 4/30/29	6,168,000	6,148,186	6,227,114
	UNITED STATES OF AMERICA TREASURY NOTES SemiAnnual 4.38 5/15/34	2,590,000	2,594,385	2,550,189
	UNITED STATES OF AMERICA TREASURY NOTES SemiAnnual 4.5 5/31/29	780,000	784,664	783,727
	UNITED STATES OF AMERICA TREASURY NOTES SemiAnnual 4.25 6/30/29	4,750,000	4,773,951	4,723,706
	UNITED STATES OF AMERICA TREASURY NOTES SemiAnnual 4.38 7/15/27	1,845,000	1,849,907	1,849,734
	UNITED STATES OF AMERICA TREASURY BONDS SemiAnnual 3.88 8/15/34	1,615,000	1,612,513	1,527,044
	UNITED STATES OF AMERICA TREASURY NOTES SemiAnnual 3.75 8/31/26	230,000	230,898	228,180
	UNITED STATES OF AMERICA TREASURY NOTES SemiAnnual 3.63 8/31/29	1,555,000	1,565,079	1,505,628
	UNITED STATES OF AMERICA TREASURY NOTES SemiAnnual 3.38 9/15/27	2,279,000	2,237,203	2,227,084
	UNITED STATES OF AMERICA TREASURY NOTES SemiAnnual 3.5 9/30/29	2,365,000	2,329,892	2,275,588
	UNITED STATES OF AMERICA TREASURY NOTES SemiAnnual 4.13 10/31/29	1,035,000	1,029,823	1,023,081
	UNITED STATES OF AMERICA TREASURY BONDS SemiAnnual 4.25 11/15/34	1,360,000	1,335,608	1,324,554
	UNITED STATES OF AMERICA TREASURY NOTES SemiAnnual 4 11/15/27	4,430,000	4,415,414	4,410,452
	UNITED STATES OF AMERICA TREASURY NOTES SemiAnnual 4.13 11/30/29	2,615,000	2,606,476	2,585,291
	Total U.S Government			\$ 71,205,123
	Total Assets			\$ 780,946,193

** A party-in interest as defined by ERISA

* Cost omitted for participant directed investments