

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 BAYCARE HEALTH SYSTEM RETIREMENT PLAN
1b	Three-digit plan number (PN) ▶ 001
1c	Effective date of plan 10/01/2001
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) BAYCARE HEALTH SYSTEM 2985 DREW ST. CLEARWATER, FL 33759
2b	Employer Identification Number (EIN) 59-2796965
2c	Plan Sponsor's telephone number 727-519-1312
2d	Business code (see instructions) 622000

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

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

SIGN HERE	Filed with authorized/valid electronic signature.	09/02/2025	NIKKI DAILY
	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	39073
6 Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines 6a(1) , 6a(2) , 6b , 6c , and 6d).		
a(1) Total number of active participants at the beginning of the plan year	6a(1)	31828
a(2) Total number of active participants at the end of the plan year	6a(2)	33101
b Retired or separated participants receiving benefits	6b	159
c Other retired or separated participants entitled to future benefits	6c	6605
d Subtotal. Add lines 6a(2) , 6b , and 6c	6d	39865
e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.	6e	150
f Total. Add lines 6d and 6e	6f	40015
g(1) Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item)	6g(1)	38245
g(2) Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)	6g(2)	39256
h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested.....	6h	3533
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:

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

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 1
- (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 BAYCARE HEALTH SYSTEM RETIREMENT PLAN	B Three-digit plan number (PN) ▶	001
C Plan sponsor's name as shown on line 2a of Form 5500 BAYCARE HEALTH SYSTEM	D Employer Identification Number (EIN) 59-2796965	

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	64036	1045	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
0	0

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	0

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

79995460

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

1199827

(2) Dividends and credits.....

7c(2)

0

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

7c(3)

0

(4) Transferred from separate account

7c(4)

0

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

7c(5)

27066371

▶ OTHER INCOME

(6) Total additions

7c(6)

28266198

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

108261658

e Deductions:

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

7e(1)

15418085

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

7e(2)

-297476

(3) Transferred to separate account

7e(3)

0

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

7e(4)

16717025

▶ OTHER EXPENSES

(5) Total deductions

7e(5)

31837634

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

76424024

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 BAYCARE HEALTH SYSTEM RETIREMENT PLAN	B Three-digit plan number (PN) ▶	001
C Plan sponsor's name as shown on line 2a of Form 5500 BAYCARE HEALTH SYSTEM	D Employer Identification Number (EIN) 59-2796965	

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
FIDELITY INVESTMENTS INSTITUTIONAL
04-2647786

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

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

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

FIDELITY INVESTMENTS INSTITUTIONAL

04-2647786

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
37 64 65	RECORDKEEPER	1443105	Yes ☒ No ☐	Yes ☒ No ☐	0	Yes ☐ No ☒

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

CAPFINANCIAL PARTNERS, LLC

26-0058143

(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	135000	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

KPMG LLP

13-5565207

(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	30900	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)

HILL WARD HENDERSON

59-2678550

(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	17676	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

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

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

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

Part I Service Provider Information (continued)

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

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

Part II Service Providers Who Fail or Refuse to Provide Information

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

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

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

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

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 BAYCARE HEALTH SYSTEM RETIREMENT PLAN	B Three-digit plan number (PN) ▶ 001	
C Plan or DFE sponsor's name as shown on line 2a of Form 5500 BAYCARE HEALTH SYSTEM	D Employer Identification Number (EIN) 59-2796965	

Part I	Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs) (Complete as many entries as needed to report all interests in DFEs)
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a Name of MTIA, CCT, PSA, or 103-12 IE: FID BLUE CHP GR CP D		
b Name of sponsor of entity listed in (a): FIDELITY MANAGEMENT TRUST COMPANY		
c EIN-PN 04-3022712-064	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 357724253
a Name of MTIA, CCT, PSA, or 103-12 IE: VANGUARD TARGET 2025		
b Name of sponsor of entity listed in (a): VANGUARD FIDUCIARY TRUST COMPANY		
c EIN-PN 90-0735963-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 0
a Name of MTIA, CCT, PSA, or 103-12 IE: VANGUARD TARGET 2050		
b Name of sponsor of entity listed in (a): VANGUARD FIDUCIARY TRUST COMPANY		
c EIN-PN 90-0735976-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 0
a Name of MTIA, CCT, PSA, or 103-12 IE: VANGUARD TARGET 2030		
b Name of sponsor of entity listed in (a): VANGUARD FIDUCIARY TRUST COMPANY		
c EIN-PN 90-0735964-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 0
a Name of MTIA, CCT, PSA, or 103-12 IE: VANGUARD TARGET 2060		
b Name of sponsor of entity listed in (a): VANGUARD FIDUCIARY TRUST COMPANY		
c EIN-PN 45-3799736-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 0
a Name of MTIA, CCT, PSA, or 103-12 IE: VANGUARD TARGET 2055		
b Name of sponsor of entity listed in (a): VANGUARD FIDUCIARY TRUST COMPANY		
c EIN-PN 90-0735978-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 0
a Name of MTIA, CCT, PSA, or 103-12 IE: VANGUARD TARGET 2020		
b Name of sponsor of entity listed in (a): VANGUARD FIDUCIARY TRUST COMPANY		
c EIN-PN 90-0735899-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 0

a Name of MTIA, CCT, PSA, or 103-12 IE: VANGUARD TARGET 2035		
b Name of sponsor of entity listed in (a): VANGUARD FIDUCIARY TRUST COMPANY		
c EIN-PN 90-0735965-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 0

a Name of MTIA, CCT, PSA, or 103-12 IE: FID BLUE CHP GR CP C		
b Name of sponsor of entity listed in (a): FIDELITY MANAGEMENT TRUST COMPANY		
c EIN-PN 04-3022712-142	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 0

a Name of MTIA, CCT, PSA, or 103-12 IE: VANGUARD TARGET INC		
b Name of sponsor of entity listed in (a): VANGUARD FIDUCIARY TRUST COMPANY		
c EIN-PN 90-0735883-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 0

a Name of MTIA, CCT, PSA, or 103-12 IE: VANGUARD TARGET 2045		
b Name of sponsor of entity listed in (a): VANGUARD FIDUCIARY TRUST COMPANY		
c EIN-PN 90-0735972-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 0

a Name of MTIA, CCT, PSA, or 103-12 IE: VANGUARD TARGET 2070		
b Name of sponsor of entity listed in (a): VANGUARD FIDUCIARY TRUST COMPANY		
c EIN-PN 88-6095930-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 0

a Name of MTIA, CCT, PSA, or 103-12 IE: VANGUARD TARGET 2065		
b Name of sponsor of entity listed in (a): VANGUARD FIDUCIARY TRUST COMPANY		
c EIN-PN 82-6204383-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 0

a Name of MTIA, CCT, PSA, or 103-12 IE: VANGUARD TARGET 2040		
b Name of sponsor of entity listed in (a): VANGUARD FIDUCIARY TRUST COMPANY		
c EIN-PN 90-0735971-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 0

a Name of MTIA, CCT, PSA, or 103-12 IE: VANGUARD TARGET 2025		
b Name of sponsor of entity listed in (a): VANGUARD FIDUCIARY TRUST COMPANY		
c EIN-PN 90-0735963-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 200936604

a Name of MTIA, CCT, PSA, or 103-12 IE: MFS MID CAP VALUE CT		
b Name of sponsor of entity listed in (a): GREAT GRAY TRUST COMPANY		
c EIN-PN 38-4139822-616	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 106328145

a Name of MTIA, CCT, PSA, or 103-12 IE: SP INTL INDEX C		
b Name of sponsor of entity listed in (a): GEODE CAPITAL MANAGEMENT, LLC		
c EIN-PN 82-6293122-011	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 18816483

a Name of MTIA, CCT, PSA, or 103-12 IE: SP 500 INDEX PL CL C		
b Name of sponsor of entity listed in (a): GEODE CAPITAL MANAGEMENT TRUST		
c EIN-PN 82-6293122-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 205187076
a Name of MTIA, CCT, PSA, or 103-12 IE: VANGUARD TARGET 2040		
b Name of sponsor of entity listed in (a): VANGUARD FIDUCIARY TRUST COMPANY		
c EIN-PN 47-6941351-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 285896133
a Name of MTIA, CCT, PSA, or 103-12 IE: VANGUARD TARGET 2045		
b Name of sponsor of entity listed in (a): VANGUARD FIDUCIARY TRUST COMPANY		
c EIN-PN 47-6944355-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 272857683
a Name of MTIA, CCT, PSA, or 103-12 IE: VANGUARD TARGET 2060		
b Name of sponsor of entity listed in (a): VANGUARD FIDUCIARY TRUST COMPANY		
c EIN-PN 47-6948754-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 80418595
a Name of MTIA, CCT, PSA, or 103-12 IE: VANGUARD TARGET 2050		
b Name of sponsor of entity listed in (a): VANGUARD FIDUCIARY TRUST COMPANY		
c EIN-PN 47-6944390-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 244052331
a Name of MTIA, CCT, PSA, or 103-12 IE: VANGUARD TARGET 2065		
b Name of sponsor of entity listed in (a): VANGUARD FIDUCIARY TRUST COMPANY		
c EIN-PN 82-6200492-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 25466269
a Name of MTIA, CCT, PSA, or 103-12 IE: SP EXT MKT IDX CL C		
b Name of sponsor of entity listed in (a): GEODE CAPITAL MANAGEMENT TRUST		
c EIN-PN 82-6293122-010	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 29873827
a Name of MTIA, CCT, PSA, or 103-12 IE: VANGUARD TARGET INC		
b Name of sponsor of entity listed in (a): VANGUARD FIDUCIARY TRUST COMPANY		
c EIN-PN 47-6930815-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 39551531
a Name of MTIA, CCT, PSA, or 103-12 IE: VANGUARD TARGET 2020		
b Name of sponsor of entity listed in (a): VANGUARD FIDUCIARY TRUST COMPANY		
c EIN-PN 90-6083983-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 99895239
a Name of MTIA, CCT, PSA, or 103-12 IE: VANGUARD TARGET 2030		
b Name of sponsor of entity listed in (a): VANGUARD FIDUCIARY TRUST COMPANY		
c EIN-PN 47-6938065-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 337482625

a Name of MTIA, CCT, PSA, or 103-12 IE: VANGUARD TARGET 2035

b Name of sponsor of entity listed in (a): VANGUARD FIDUCIARY TRUST COMPANY

c EIN-PN 47-6941311-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 314283257
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a Name of MTIA, CCT, PSA, or 103-12 IE: VANGUARD TARGET 2055

b Name of sponsor of entity listed in (a): VANGUARD FIDUCIARY TRUST COMPANY

c EIN-PN 47-6948719-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 167419948
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a Name of MTIA, CCT, PSA, or 103-12 IE: VANGUARD TARGET 2070

b Name of sponsor of entity listed in (a): VANGUARD FIDUCIARY TRUST COMPANY

c EIN-PN 88-6098744-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 2172664
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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
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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 BAYCARE HEALTH SYSTEM RETIREMENT PLAN	B Three-digit plan number (PN) ▶ 001
C Plan sponsor's name as shown on line 2a of Form 5500 BAYCARE HEALTH SYSTEM	D Employer Identification Number (EIN) 59-2796965

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)	48291479	53368628
(2) Participant contributions.....	1b(2)	0	0
(3) Other	1b(3)	0	0
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)	0	0
(2) U.S. Government securities	1c(2)	0	0
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)	0	0
(B) All other	1c(3)(B)	0	0
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)	0	0
(B) Common	1c(4)(B)	0	0
(5) Partnership/joint venture interests	1c(5)	0	0
(6) Real estate (other than employer real property)	1c(6)	0	0
(7) Loans (other than to participants)	1c(7)	0	0
(8) Participant loans	1c(8)	47314758	55361722
(9) Value of interest in common/collective trusts	1c(9)	2056367655	2788362663
(10) Value of interest in pooled separate accounts	1c(10)	0	0
(11) Value of interest in master trust investment accounts	1c(11)	0	0
(12) Value of interest in 103-12 investment entities	1c(12)	0	0
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)	442429634	139615006
(14) Value of funds held in insurance company general account (unallocated contracts).....	1c(14)	79995460	76424024
(15) Other.....	1c(15)	0	0

1d Employer-related investments:		(a) Beginning of Year	(b) End of Year
(1) Employer securities	1d(1)	0	0
(2) Employer real property	1d(2)	0	0
e Buildings and other property used in plan operation	1e	0	0
f Total assets (add all amounts in lines 1a through 1e)	1f	2674398986	3113132043
Liabilities			
g Benefit claims payable	1g	0	0
h Operating payables	1h	0	0
i Acquisition indebtedness	1i	0	0
j Other liabilities	1j	0	0
k Total liabilities (add all amounts in lines 1g through 1j)	1k	0	0
Net Assets			
l Net assets (subtract line 1k from line 1f)	1l	2674398986	3113132043

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)	94692185	
(B) Participants	2a(1)(B)	195037173	
(C) Others (including rollovers)	2a(1)(C)	34384225	
(2) Noncash contributions	2a(2)	0	
(3) Total contributions. Add lines 2a(1)(A) , (B), (C), and line 2a(2)	2a(3)		324113583
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)	0	
(B) U.S. Government securities	2b(1)(B)	0	
(C) Corporate debt instruments	2b(1)(C)	0	
(D) Loans (other than to participants)	2b(1)(D)	0	
(E) Participant loans	2b(1)(E)	3976989	
(F) Other	2b(1)(F)	2225064	
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		6202053
(2) Dividends: (A) Preferred stock	2b(2)(A)	0	
(B) Common stock	2b(2)(B)	0	
(C) Registered investment company shares (e.g. mutual funds)	2b(2)(C)	9928254	
(D) Total dividends. Add lines 2b(2)(A) , (B), and (C)	2b(2)(D)		9928254
(3) Rents	2b(3)		0
(4) Net gain (loss) on sale of assets: (A) Aggregate proceeds	2b(4)(A)	0	
(B) Aggregate carrying amount (see instructions)	2b(4)(B)	0	
(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result	2b(4)(C)		
(5) Unrealized appreciation (depreciation) of assets: (A) Real estate	2b(5)(A)	0	
(B) Other	2b(5)(B)	0	
(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B)	2b(5)(C)		

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts	2b(6)		347061347
(7) Net investment gain (loss) from pooled separate accounts	2b(7)		0
(8) Net investment gain (loss) from master trust investment accounts	2b(8)		0
(9) Net investment gain (loss) from 103-12 investment entities	2b(9)		0
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		34668911
c Other income	2c		0
d Total income. Add all income amounts in column (b) and enter total	2d		721974148

Expenses

e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	281378765	
(2) To insurance carriers for the provision of benefits	2e(2)	0	
(3) Other	2e(3)	0	
(4) Total benefit payments. Add lines 2e(1) through (3)	2e(4)		281378765
f Corrective distributions (see instructions)	2f		9494
g Certain deemed distributions of participant loans (see instructions)	2g		226151
h Interest expense	2h		0
i Administrative expenses:			
(1) Salaries and allowances	2i(1)	0	
(2) Contract administrator fees	2i(2)	5700	
(3) Recordkeeping fees	2i(3)	1437405	
(4) IQPA audit fees	2i(4)	0	
(5) Investment advisory and investment management fees	2i(5)	0	
(6) Bank or trust company trustee/custodial fees	2i(6)	0	
(7) Actuarial fees	2i(7)	0	
(8) Legal fees	2i(8)	0	
(9) Valuation/appraisal fees	2i(9)	0	
(10) Other trustee fees and expenses	2i(10)	0	
(11) Other expenses	2i(11)	183576	
(12) Total administrative expenses. Add lines 2i(1) through (11)	2i(12)		1626681
j Total expenses. Add all expense amounts in column (b) and enter total	2j		283241091

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d	2k		438733057
l Transfers of assets:			
(1) To this plan	2l(1)		0
(2) From this plan	2l(2)		0

Part III Accountant's Opinion

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

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

(1) ☒ 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: **KPMG LLP**

(2) EIN: **13-5565207**

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?	☒		2190
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 BAYCARE HEALTH SYSTEM RETIREMENT PLAN		B Three-digit plan number (PN) ▶ 001
C Plan sponsor's name as shown on line 2a of Form 5500 BAYCARE HEALTH SYSTEM		D Employer Identification Number (EIN) 59-2796965
Part I	Distributions	
All references to distributions relate only to payments of benefits during the plan year.		
1 Total value of distributions paid in property other than in cash or the forms of property specified in the instructions.....		1
2 Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits): EIN(s): 04-6568107		
Profit-sharing plans, ESOPs, and stock bonus plans, skip line 3.		
3 Number of participants (living or deceased) whose benefits were distributed in a single sum, during the plan year		3
Part II	Funding Information (If the plan is not subject to the minimum funding requirements of section 412 of the Internal Revenue Code or ERISA section 302, skip this Part.)	
4 Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)? ☐ Yes ☐ No ☐ N/A		
If the plan is a defined benefit plan, go to line 8.		
5 If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instructions and enter the date of the ruling letter granting the waiver. Date: Month _____ Day _____ Year _____		
If you completed line 5, complete lines 3, 9, and 10 of Schedule MB and do not complete the remainder of this schedule.		
6 a Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived)		6a
b Enter the amount contributed by the employer to the plan for this plan year		6b
c Subtract the amount in line 6b from the amount in line 6a. Enter the result (enter a minus sign to the left of a negative amount).....		6c
If you completed line 6c, skip lines 8 and 9.		
7 Will the minimum funding amount reported on line 6c be met by the funding deadline? ☐ Yes ☐ No ☐ N/A		
8 If a change in actuarial cost method was made for this plan year pursuant to a revenue procedure or other authority providing automatic approval for the change or a class ruling letter, does the plan sponsor or plan administrator agree with the change? ☐ Yes ☐ No ☐ N/A		
Part III	Amendments	
9 If this is a defined benefit pension plan, were any amendments adopted during this plan year that increased or decreased the value of benefits? If yes, check the appropriate box. If no, check the "No" box..... ☐ Increase ☐ Decrease ☐ Both ☐ No		
Part IV	ESOPs (see instructions). If this is not a plan described under section 409(a) or 4975(e)(7) of the Internal Revenue Code, skip this Part.	
10 Were unallocated employer securities or proceeds from the sale of unallocated securities used to repay any exempt loan? ☐ Yes ☐ No		
11 a Does the ESOP hold any preferred stock? ☐ Yes ☐ No		
b If the ESOP has an outstanding exempt loan with the employer as lender, is such loan part of a "back-to-back" loan? (See instructions for definition of "back-to-back" loan.) ☐ Yes ☐ No		
12 Does the ESOP hold any stock that is not readily tradable on an established securities market? ☐ Yes ☐ No		
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_____.



KPMG LLP
Suite 1700
100 North Tampa Street
Tampa, FL 33602-5145

August 22, 2025

BayCare Audit Sub-Committee
BayCare Health System Retirement Plan
BayCare Health System 403(b) Plan
Clearwater, Florida

To the BayCare Audit Sub-Committee:

We have audited the financial statements of the BayCare Health System Retirement Plan and the BayCare Health System 403(b) Plan (collectively, the Plans), as of December 31, 2024 and 2023 and for each of the years then ended, and expect to issue our reports thereon under date of August 22, 2025. Under our professional standards, we are providing you with the accompanying information related to the conduct of our audits.

Our Responsibility Under Professional Standards

Management, having determined it is permissible in the circumstances, has elected to have the audit of the Plan's 2024 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 plans (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 a certification 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 3 of the financial statements, is complete and accurate.

We are responsible for forming and expressing an opinion about whether the financial statements, that have been prepared by management with the oversight of Audit Sub-Committee, are presented fairly, in all material respects, in conformity with U.S. generally accepted accounting principles and Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. We have a responsibility to perform our audits of the financial statements, other than information certified by the trustee, in accordance with auditing standards generally accepted in the United States of America (GAAS). In carrying out this responsibility, we planned and performed the audits to obtain reasonable assurance about whether the financial statements as a whole are free of material misstatement, whether caused by error or fraud. Because of the nature of audit evidence and the characteristics of fraud, we are to obtain reasonable, not absolute, assurance that material misstatements are detected. We have no responsibility to plan and perform the audits to obtain reasonable assurance that misstatements, whether caused by error or fraud, that are not material to the financial statements are detected. Our audit does not relieve management or the Audit Sub-Committee of their responsibilities.

In addition, in planning and performing our audits of the financial statements, we considered internal control over financial reporting (internal control) as a basis for designing audit procedures that are appropriate in the circumstances for the purpose of expressing our opinion on the financial statements but not for the purpose of expressing an opinion on the effectiveness of the Plan's internal control over financial reporting. Accordingly, we do not express an opinion on the effectiveness of the Plans' internal control.



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We also have a responsibility to communicate significant matters related to the financial statement audits that are, in our professional judgment, relevant to the responsibilities of the Audit Sub-Committee in overseeing the financial reporting process. We are not required to design procedures for the purpose of identifying other matters to communicate to you.

Significant Unusual Transactions

In connection with our audits of the Plans' financial statements, no significant unusual transactions were identified.

Uncorrected and Corrected Misstatements

Uncorrected Misstatements and Financial Statement Presentation and Disclosure Omissions

In connection with our audits of the Plans' financial statements, no uncorrected financial statement misstatements in the Plans' book and records or financial statement presentation and disclosure omissions were identified as of and for the year ended December 31, 2024. We have communicated that finding to management.

Corrected Misstatements

In connection with our audits of the Plans' financial statements, no corrected financial statement misstatements in the Plans' books and records were identified as of and for the year ended December 31, 2024.

Significant Accounting Policies and Practices

In connection with our audits of the Plans' financial statements, no new, or changes in, significant accounting policies and practices were identified.

Qualitative Aspects of Significant Accounting Practices

We have discussed with the Audit Sub-Committee and management our judgments about the quality, not just the acceptability, of the Plans' accounting policies as applied in its financial reporting. The discussions generally included such matters as the consistency of the Plans' accounting policies and their application and the understandability and completeness of the Plans' financial statements, which include related disclosures.

Significant Accounting Estimates and Significant Financial Statement Disclosures

The preparation of the financial statements requires management of the Plans to make a number of estimates and assumptions relating to the reported amounts of assets and liabilities and the disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of additions and the deductions from Plans net assets during the period.

In connection with our audits of the Plans' financial statements, no significant accounting estimates were identified.

Related Parties

We have discussed with the Audit Sub-Committee significant findings and issues arising during the audits with the Plans' related parties. There were no significant findings or issues during the 2024 audits in connection with the Plans' related parties.

Other Information in Documents Containing Audited Financial Statements

Our responsibility for other information in documents containing the Plans' financial statements and our auditors' report thereon does not extend beyond the financial information identified in our auditors' report, and



BayCare Audit Sub-Committee
August 22, 2025
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we have no obligation to perform any procedures to corroborate other information contained in these documents. We have, however, read the other information included in the Plans' substantially completed Form 5500 to be filed with the Department of Labor, and no matters came to our attention that cause us to believe that such information, or its manner of presentation, is materially inconsistent with the information, or manner of its presentation, appearing in the financial statements.

Noncompliance with Laws and Regulations, including Illegal Acts or Fraud

In connection with our audits of the Plans' financial statements, no identified or suspected instances of non-compliance with laws and regulations, including illegal acts or fraud, have come to our attention.

Significant Difficulties Encountered During the Audit

We encountered no significant difficulties in dealing with management in performing our audits.

Disagreements with Management

There were no disagreements with management on financial accounting and reporting matters that individually or in the aggregate could be significant to the Plan's financial statements, or our auditors' report.

Written Communications

Attached to this letter please find copies of the following written communications between management and us:

1. Engagement letter
2. Management representation letter

Independence

We are not aware of any circumstances or relationships, that in our professional judgement, may reasonably be thought to bear on independence or to which we gave significant consideration in reaching the conclusion that independence has not been impaired, other than those previously communicated to you.

Relationships Not Previously Reported to Audit Sub-Committee

We are not aware of any additional relationships between our firm and the Plans and persons in a financial reporting oversight role at the Plans, that may reasonably be thought to bear on independence.

Affirmation of Independence

In connection with our audits of the Plans, KPMG and relevant KPMG professionals have complied with relevant ethical requirements regarding independence, as that term is defined by the professional standards.

* * * * *

This letter to the Audit Sub-Committee is intended solely for the information and use of the Audit Sub-Committee and management and is not intended to be and should not be used by anyone other than these specified parties.

Very truly yours,

KPMG LLP



KPMG LLP
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100 North Tampa Street
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kpmg.com

June 25, 2025

BayCare Health System 403(b) Plan
BayCare Health System Retirement Plan
Winter Haven Hospital Retirement Savings Plan
Winter Haven Hospital Pension Plan

BayCare Health Systems, Inc.
2985 Drew Street
Clearwater, Florida 33759

Attention: Janice Polo, Executive Vice President, *Chief Financial Officer*, and Plan Administrator

This Engagement Letter, including the Modified Terms and Conditions for Audit and Attestation Services attached hereto as Appendix II and any other exhibits, attachments, addenda or appendices attached hereto (collectively, the "Agreement"), is between BayCare Health Systems, Inc. (the "Company") and KPMG LLP ("KPMG"), whereby the Company is engaging KPMG to provide the professional services to BayCare Health System 403(b) Plan, BayCare Health System Retirement Plan, Winter Haven Hospital Retirement Savings Plan, and Winter Haven Hospital Pension Plan (collectively, the "Plans"), employee benefit plans subject to the Employee Retirement Income Security Act of 1974 ("ERISA").

Objectives and limitations of services

Audit services

We will perform an ERISA section 103(a)(3)(C) audit of the Plans' financial statements as set forth in Appendix I. As part of our audits, we will report on the supplemental schedules required by the Department of Labor's ("DOL") Rules and Regulations for Reporting and Disclosure under ERISA ("supplemental schedules") as set forth in Appendix I. These supplemental schedules are presented for the purpose of additional analysis and are not a required part of the financial statements.

The financial statements and supplemental schedules are included in the Plans' Form 5500 filing with the Employee Benefit's Security Administration of the DOL and are subject to review by DOL staff and to the application by them of their interpretation of relevant rules and regulations.

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



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Except as described in the preceding paragraph, the objectives of our audits 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 auditors' report that includes our opinion.

Reasonable assurance is a high level of assurance but it is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with auditing standards generally accepted in the United States of America ("GAAS") will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and 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.

We will conduct the audits in accordance with GAAS. For an ERISA Section 103(a)(3)(C) audit, the audit will 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 ("U.S. GAAP"). Accordingly, the objective of the 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 U.S. GAAP.

As part of an audit, we exercise professional judgment and maintain professional skepticism throughout the audit. We also will:

- Identify and assess the risks of material misstatement of the financial statements, whether due to error or fraud, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion on the financial statements.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall financial statement presentation, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.
- Conclude, based on the audit evidence obtained, whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plans' ability to continue as a going concern for a reasonable period of time.

Because of the inherent limitations of an audit, together with the inherent limitations of internal control, there is an unavoidable risk that some material misstatements, fraud, prohibited transactions with parties in interest, other violations of ERISA rules and regulations, and noncompliance with laws and regulations may exist and not be detected by an audit of financial statements even though the audit is properly planned and performed in accordance with GAAS. 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. Also, an audit is not designed to detect matters that are immaterial to the financial statements.

The information included in the supplemental schedules accompanying the basic financial statements, other than that agreed to or derived from the certified investment information, will be subjected to audit procedures



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performed in conjunction with the audit of the financial statements and certain additional procedures in accordance with GAAS. The supplemental schedules are the responsibility of management. In forming our opinion on the supplemental schedules, we will evaluate 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 all material respects, in conformity with DOL's Rules and Regulations for Reporting and Disclosure under ERISA, as applicable, and whether the information in the supplemental schedules related to assets held by and certified to by a qualified institution agrees to or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

You have not engaged us to prepare the Plans' Form 5500 filing with the DOL. Professional standards require that we obtain and read a draft of the Form 5500 that is substantially complete prior to the dating of our report. The purpose of this procedure is to identify material inconsistencies, if any, with the ERISA section 103(a)(3)(C) audited financial statements. These procedures are not sufficient nor are they intended to ensure that the form is completely and accurately prepared.

As a part of our audits, we will perform certain procedures as required by GAAS, directed at considering the Plans' compliance with applicable Internal Revenue Code ("IRC") requirements for tax-exempt status, including whether management has performed relevant IRS compliance tests, and has corrected or intends to correct failures. As we conduct our audits, we will be aware of the possibility that events affecting the Plans' tax status may have occurred. Similarly, we will be aware of the possibility that events affecting the Plans' compliance with the requirements of ERISA may have occurred. We will inform those charged with governance of any instances of tax or ERISA noncompliance that come to our attention during the course of our audit. However, our audits are not designed to nor intended to determine the Plans' overall compliance with applicable provisions of the IRC or ERISA.



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Subject to the remainder of this paragraph, we will issue a written report upon completion of our audits of the Plans' financial statements and supplemental schedules. We will report on whether the amounts and disclosures in the financial statements, other than those agreed to or derived from the certified investment information, are presented fairly in accordance with U.S. GAAP and whether the certified investment information in the financial statements agrees to or is derived from the information certified by a qualified institution. Our reports will be addressed to the Plan Administrator. We will also report on whether the form and content of the supplemental schedules, other than 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, and whether the certified investment information in the supplemental schedules agrees to, or is derived from, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C). Circumstances may arise in which our report may differ from its expected form and content based on the results of our ERISA section 103(a)(3)(C) audit. Depending on the nature of these circumstances, it may be necessary for us to modify our opinion, add an emphasis-of-matter paragraph or other-matter paragraph to our auditors' report or, if necessary, withdraw from the engagement. If, during the performance of our audit procedures, such circumstances arise, we will communicate to those charged with governance ("Those Charged with Governance") our reasons for modification or withdrawal.

Internal control over financial reporting

We will obtain an understanding of the Plans' internal control relevant to the audits 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 Plans' internal control.

The objective of our audits of the financial statements is not to report on the Plans' internal control over financial reporting and we are not obligated to search for material weaknesses or significant deficiencies as part of our audits of the financial statements. A material weakness is a deficiency, or combination of deficiencies, in internal control, such that there is a reasonable possibility that a material misstatement of the financial statements will not be prevented, or detected and corrected on a timely basis. A significant deficiency is a deficiency, or combination of deficiencies, in internal control that is less severe than a material weakness, yet important enough to merit attention by Those Charged with Governance.

Our responsibility to communicate with Those Charged with Governance

We will communicate the planned scope and timing for our audits with Those Charged with Governance, including significant risks identified in planning our audits.

We will communicate to Those Charged with Governance, in writing, concerning any significant deficiencies or material weaknesses in internal control relevant to the audits of the financial statements that we have identified during the audits.

We will report to Those Charged with Governance the following matters:

- Material, corrected misstatements that were brought to the attention of management as a result of audit procedures.



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- Uncorrected misstatements accumulated by us during the audits and the effect that they, individually or in the aggregate, may have on our opinion in the auditors' report, the effect of uncorrected misstatements related to prior periods, and that uncorrected misstatements or matters underlying those uncorrected misstatements could potentially cause future-period financial statements to be materially misstated, even if the auditor has concluded that the uncorrected misstatements are immaterial to the financial statements under audit.
- Our views about qualitative aspects of the Plans' significant accounting practices, including accounting policies, accounting estimates, and financial statement disclosures.
- Significant unusual transactions, if any.
- Significant difficulties, if any, encountered during our audits.
- Disagreements with management, if any.
- Circumstances that affect the form and content of our auditors' reports, if any.
- Matters that are difficult or contentious for which the auditor consulted outside the engagement team and that are, in the auditors' judgment, significant and relevant to Those Charged with Governance regarding their responsibility to oversee the financial reporting process.
- Other matters required to be communicated by GAAS.

We will also communicate with management and Those Charged with Governance certain matters required by GAAS, including reportable findings identified during the audits of the Plans as a result of testing relevant plan provisions.

We will also determine that Those Charged with Governance have been informed of i) the initial selection of, and changes in, significant accounting policies, including the application of new accounting pronouncements during the period under audit, ii) our views on the policies and practices management used to account for significant unusual transactions, and iii) the effect of significant accounting policies in controversial or emerging areas, particularly when there is a lack of authoritative material or consensus.

We will also read minutes, if any, of relevant committee meetings for consistency with our understanding of the communications made to Those Charged with Governance and determine that Those Charged with Governance have received copies of all material written communications between ourselves and management.

To the extent that we become aware of information concerning an instance of noncompliance or suspected noncompliance with laws and regulations, we will discuss the matter with management (at a level above those involved with the suspected noncompliance), unless they are clearly inconsequential. Additionally, to the extent they come to our attention, we will inform the appropriate level of management about material errors in the financial statements, and any instances of fraud, and we will assess whether all identified prohibited party-in-interest transactions are included in the supplemental schedule of nonexempt transactions. Further, to the extent they come to our attention, we also will communicate directly to Those Charged with Governance matters involving noncompliance with laws and regulations, unless they are clearly inconsequential, material



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errors in the financial statements, and any instances of fraud that involve senior management or that, in our judgment, cause a material misstatement of the financial statements.

Management responsibilities

Our audits will be conducted on the basis that the Plan Administrator, as Plan Management acknowledges and understands its responsibility for:

- the preparation and fair presentation, in accordance with U.S. GAAP, of the financial statements, including disclosures, and all representations contained therein.
- determining whether:
 - (i) an ERISA Section 103(a)(3)(C) audit is permissible under the circumstances;
 - (ii) the investment information is prepared and certified by a qualified institution as described in 29 CFR 2520.103-8;
 - (iii) the certification meets the requirements in 29 CFR 2520.103-5; and
 - (iv) the certified investment information is appropriately measured, presented, and disclosed in accordance with U.S. GAAP.
- ensuring that the Plans' operations are conducted in accordance with the provisions of laws and regulations, including compliance with the provisions of laws and regulations, and for disclosing to us, in writing, all known instances of noncompliance or suspected noncompliance with laws and regulations.
- the design, implementation, and maintenance of programs and controls to prevent, deter, and detect fraud, for adopting sound accounting policies, and for the design, implementation and maintenance of internal control relevant to the preparation and fair presentation of the financial statements and to provide reasonable assurance against the possibility of misstatements that are material to the financial statements whether due to error or fraud.
- disclosing to us all deficiencies in the design or operation of internal control over financial reporting of which they are aware. Management will also separately disclose to us all such deficiencies that they believe to be significant deficiencies or material weaknesses in internal control over financial reporting.
- maintaining a current plan instrument, including all plan amendments.
- administering the Plans and determining that the Plans' transactions that are presented and disclosed in the ERISA financial statements are in conformity with the Plans' 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.
- performing relevant IRC compliance tests, including but not limited to, discrimination testing, and correcting any failures noted.



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- evaluating whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plans' ability to continue as a going concern within one year after the date the financial statements are issued or available to be issued, and to provide appropriate financial statement disclosure, when applicable, about matters related to going concern and using the going concern basis of accounting unless management is required to prepare the financial statements in accordance with the liquidation basis of accounting.
- informing us about related party transactions, including transactions with parties in interest, as defined in Section 3(14) of ERISA and the regulations thereunder.
- identification of prohibited transactions.
- presentation of the supplemental schedules and that they were derived from, and relate directly to, the underlying accounting and other records used to prepare the financial statements including for the fair presentation of the supplemental schedules and the form and content of the supplemental schedules in conformity with the DOL's Rules and Regulations for Reporting and Disclosure under ERISA.

The audits of the financial statements does not relieve the Plan Administrator or Those Charged with Governance of their responsibilities.

The Plan Administrator's election of the ERISA section 103(a)(3)(C) audit does not relieve management or Those Charged with Governance of their responsibilities.

The Plan Administrator acknowledges and understands its responsibility for the fair preparation of the supplemental schedules and for the form and content of the supplemental schedules in conformity with the DOL's Rules and Regulations for Reporting and Disclosure under ERISA and will provide us with written representations with respect to such supplemental schedules. The Plan Administrator also acknowledges that it will include our auditors' report on the supplemental schedules in any document that contains the supplemental schedules and that indicates that we have reported on such supplemental schedules. The Plan Administrator also acknowledges that it will present the supplemental schedules with the audited financial statements or, if the supplemental schedules will not be presented with the audited financial statements, to make the audited financial statements readily available to the intended users of the supplemental schedules no later than the date of issuance by the Plan of the supplemental schedules and our auditors' report thereon.

The Plan Administrator also acknowledges and understands that it is their responsibility to provide us with: i) access to all information of which management is aware that is relevant to the preparation and fair presentation of the financial statements such as records, documentation, and other matters; ii) a draft of the Form 5500 that is substantially complete prior to the date of our auditors' report; iii) additional information that we may request from management for purposes of the audits; and iv) unrestricted access to persons within the entity from whom we determine it necessary to obtain audit evidence. As required by GAAS, we will make specific inquiries of the Plan Administrator and management about the representations embodied in the financial statements and the effectiveness of internal control and obtain a representation letter from management about these matters. Management's responses to our inquiries, the written representations, and the results of audit tests, among other things, comprise the evidential matter we will rely upon in forming an opinion on the financial statements.



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The Plan Administrator is responsible for adjusting the financial statements to correct material misstatements and for affirming to us in the representation letter that the effects of any uncorrected misstatements aggregated by us during the current engagement and pertaining to the latest period presented are immaterial, both individually and in the aggregate, to the financial statements being reported upon, taken as a whole.

Because of the importance of management's representations to the effective performance of our services, the Company will release KPMG and its personnel from any claims, liabilities, costs, and expenses relating to our services under the Agreement attributable to any misrepresentations in the representation letter referred to above. The provisions of this paragraph shall apply regardless of the form of action, damage, claim, liability, cost, expense, or loss asserted, whether in contract, statute, tort (including but not limited to negligence) or otherwise.

Third party access

At the Plan Administrator's request and direction, KPMG may obtain certain Plan participant information directly through an online portal provided by the Plans' third-party service provider so that KPMG may obtain access to and use of data necessary for the fulfillment of certain audit procedures. As a condition of granting KPMG such access rights, third-party service providers have required KPMG to agree to certain "click-thru" terms of use which do not contemplate granting access or usage rights to financial statement auditors. As a result, such terms of use impose restrictions or other limitations that, if applied to KPMG's role as financial statement auditor, may not permit us to access or use the data as is required by professional standards to fulfill our auditing procedures. The Plan Administrator is responsible for facilitating KPMG's access to the online portal, for entering into any agreements governing such access that are required by the third-party service provider, and for ensuring that such agreements allow KPMG to use information accessed through the online portal to provide services under this Agreement and consistent with professional standards. In addition, although KPMG may receive access to certain Plan participant information through the third-party service provider's online portal, the Plan Administrator remains responsible for the completeness and accuracy of information provided to KPMG in connection with the services provided hereunder. No "click-throughs," "shrink-wrap," "browse-wrap," similar agreements or other terms, whether entered into before, on, or after the date of this Agreement, will be effective to add to or modify the terms of this Agreement or alter the relationship of the parties, regardless of any party's (or its personnel's) acceptance of or agreement to such terms by electronic or other means.

Reports, services and associated fees

Appendix I to this Engagement Letter lists the reports we will issue and the services we will provide as part of this engagement (the "Services") and the fees associated with providing such Services.

In addition, fees for any additional audit-related projects, such as research and/or consultation on special business or financial issues, will be billed separately from the audit fees for professional services set forth in Appendix I and may be subject to written arrangements supplemental to those in this Engagement Letter.

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Our engagement herein is for the provision of annual audit services for the financial statements for the periods described in Appendix I, and it is understood that such Services are provided as a single annual engagement. Pursuant to our arrangement as reflected in this Engagement Letter, we will provide the Services set forth in Appendix I as a single engagement for each of the Plans' subsequent fiscal years until either the Plan Administrator or we terminate this agreement or mutually agree to the modification of its terms. The fees for each subsequent year will be annually subject to negotiation and approval by the Plan Administrator.

We shall be pleased to discuss this Agreement with you at any time. Please sign and return it to us to indicate your acknowledgement of, and agreement with, the arrangements for our Services including our respective responsibilities.

Very truly yours,

KPMG LLP

A handwritten signature in black ink, appearing to read "Todd A. Webster", written over the printed name.

Todd A. Webster
Partner



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ACCEPTED

BayCare Health System 403(b) Plan
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Winter Haven Hospital Pension Plan
BayCare Health Systems, Inc.

Signed by:

Hugh S Campbell

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Authorized Signature

Audit Sub-Committee Chair

Title

6/25/2025

Date

DocuSigned by:

Janice Polo

A67B0A6E61B54C3...

Authorized Signature

Executive Vice President, Chief Financial Officer, and Plan Administrator

Title

6/25/2025

Date

Appendix I

Reports, Services and Associated Fees

Based upon our discussions with and representations of management, our fees for the Services we will perform are estimated as follows:

ERISA section 103(a)(3)(C) audit of financial statements and the related notes to the financial statements and supplemental schedules of the BayCare Health System 403(b) Plan as of December 31, 2024 and 2023, and for the year ended December 31, 2024, all of which are to be included in the Plan's Form 5500 proposed to be filed with the DOL.	\$19,440
ERISA section 103(a)(3)(C) audit of financial statements and the related notes to the financial statements and supplemental schedules of the BayCare Health System Retirement Plan as of December 31, 2024 and 2023, and for the year ended December 31, 2024, all of which are to be included in the Plan's Form 5500 proposed to be filed with the DOL.	\$28,080
ERISA section 103(a)(3)(C) audit of financial statements and the related notes to the financial statements and supplemental schedules of the Winter Haven Hospital Retirement Savings Plan as of April 30, 2025, September 30, 2024 and September 30, 2023, and for the years ended April 30, 2025 and September 30, 2024, all of which are to be included in the Plan's Form 5500 proposed to be filed with the DOL.	\$29,440
ERISA section 103(a)(3)(C) audit of financial statements and the related notes to the financial statements and supplemental schedules of the Winter Haven Hospital Pension Plan as of September 30, 2024 and 2023, and for the year ended September 30, 2024, all of which are to be included in the Plan's Form 5500 proposed to be filed with the DOL.	\$19,440

Non-audit services

We will assist management by providing word processing and reproduction assistance for the Financial Statements and related notes.	Included in fee above
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It is understood and agreed that KPMG's non-audit services may include advice and recommendations; but all decisions in connection with the implementation of such advice and recommendations shall be the responsibility of, and made by, the Company. KPMG will not perform management functions or make decisions for the Company. In connection with KPMG's provision of non-audit services under the Engagement Letter, the Company agrees that the Company, and not KPMG, shall perform the following functions: (i) make all management decisions and perform all management functions; (ii) designate an individual who possesses suitable skill, knowledge and experience, preferably within senior management, to oversee such services, and to evaluate the adequacy and results of such services; (iii) accept responsibility for the results of such services; and (iv) establish and maintain internal controls over the processes with which such services are concerned, including monitoring on-going activities.

Fees and expenses

Unless we agree otherwise in writing, our fees shall be paid directly by the Company or from the assets of the Plan.

The above estimates are based on the level of experience of the individuals who will perform the Services. In addition, expenses are billed for reimbursement as incurred, however none are expected at this time. Circumstances encountered during the performance of these Services that warrant additional time or expense could cause us to be unable to deliver them within the above estimates. We will endeavor to notify you of any such circumstances as they are assessed.



**Modified Terms and Conditions for Audit and Attestation Services – AICPA
Between BayCare Health Systems, Inc. and KPMG LLP**

1. Definitions.

- (a) “Agreement” means the Engagement Letter and these Modified Terms and Conditions for Audit and Attestation Services and any exhibits, attachments, addenda or appendices attached thereto.
- (b) “AICPA” means the American Institute of Certified Public Accountants.
- (c) “Applicable Export Control Laws” means applicable export control laws and regulations of the United States, United Kingdom, European Union, and Switzerland.
- (d) “Applicable Sanctions” means comprehensive, economic, financial or trade sanctions or export embargoes maintained or enforced by the governments of the United States (including the Office of Foreign Assets Control of the U.S. Department of the Treasury, the U.S. Department of State and the U.S. Department of Commerce), Canada (including Public Safety Canada and Global Affairs Canada), the United Kingdom (including the Office of Financial Sanctions Implementation, Export Control Joint Unit, Her Majesty’s Treasury, the Department of Trade and Foreign, Commonwealth and Development Office), or Switzerland, the United Nations Security Council, the European Union or any European Union member state.
- (e) “Client” or “you” (or derivatives thereof) means the engaging entity or entities who are legally bound as a party(ies) to the Engagement Letter.
- (f) “Client Parties” means the entity(ies) to whom KPMG is providing the Services.
- (g) “Confidential Information” means “confidential client information” as such term is defined in the AICPA Code of Professional Conduct.
- (h) “Data Privacy Framework” means, individually or collectively, the EU-U.S. Data Privacy Framework, UK Extension to the EU-U.S. Data Privacy Framework, and Swiss-U.S. Data Privacy Framework, and successor frameworks thereto.
- (i) “Engagement Documentation” means audit documentation and/ or attestation documentation, as applicable, as defined under the applicable professional standards. Terms such as working papers or workpapers may also be used.
- (j) “Engagement Letter” means the engagement letter to which these Modified Terms and Conditions for Audit and Attestation Services are attached.
- (k) “Enabling Tools” means KPMG proprietary and third-party scripts or software tools that KPMG may make available to Client to assist Client in the extraction of data from Client’s Systems in connection with the Services or to otherwise facilitate KPMG’s Services to Client.
- (l) “Key Position” means a position in which an individual has primary responsibility for significant accounting functions that support material components of the financial statements; primary responsibility for the preparation of the financial statements; or the ability to exercise influence over the contents of the financial statements, including when the individual is a member of the board of directors or similar governing body, chief executive officer, president, chief financial officer, chief operating officer, general counsel, chief accounting officer, controller, director of internal audit, director of financial reporting, treasurer, or any equivalent position. For purposes of attestation engagements not



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involving financial statements, a Key Position is one in which an individual is primarily responsible for, or able to influence, the subject matter of the attestation engagement.

- (m) “KPMG” or “we” (or derivatives thereof) means KPMG LLP, a Delaware registered limited liability partnership and the United States member firm of the international KPMG network of independent firms.
- (n) “KPMG Parties” means KPMG, Member Firms and the legal entities comprising KPMG International and their respective partners, principals, employees, and agents.
- (o) “KPMG Resources” means KPMG, Member Firms and third-party service and technology providers engaged by KPMG or a Member Firm, which may be located in or outside of the United States.
- (p) “Legal Demand” means a validly issued legal or regulatory demand or request, subpoena or other legal process.
- (q) “Member Firms” means the members of the international KPMG network of independent firms and entities controlled by, under common control with, or sublicensees of, one or more KPMG network member firms.
- (r) “Regulators” means any federal, state, and foreign regulators, as applicable, that issue valid process or other lawful demands for Engagement Documentation.
- (s) “SEC” means the Securities and Exchange Commission.
- (t) “Services” means the services as defined in the Engagement Letter.
- (u) “Systems” means Client’s electronic books and records systems or other systems.

2. Use of KPMG Resources and Enabling Tools.

- (a) KPMG may engage KPMG Resources to assist in the performance of the Services, for example via subcontracting or contingent workforce personnel. KPMG remains responsible to Client for the performance of such Services, and adherence to obligations of confidentiality, by any KPMG Resource to the same extent KPMG is obligated under the terms of this Agreement. Client agrees it shall not bring any claim relating to the Agreement against any KPMG Resource, other than KPMG.
- (b) KPMG may, with the assistance of KPMG Resources, use information obtained during engagements (i) to analyze trends, perform comparative analysis, and develop and improve benchmarks; (ii) to develop and improve technology and services; and (iii) to improve other services to Client and to provide insights to Client about its business. Such information will not be disclosed to third parties other than KPMG Resources assisting KPMG with these uses unless such information is in an aggregated or anonymized format that does not identify Client.
- (c) Enabling Tools.
 - (i) To facilitate KPMG’s Services, KPMG may provide Client with access to or use of Enabling Tools. Client may use Enabling Tools solely to facilitate Client’s provision of information to KPMG in connection with the Services, or to otherwise facilitate the receipt of KPMG’s Services. Client may not permit third parties outside of Client’s organization to have access to or use of Enabling Tools without KPMG’s prior written approval, provided that agents or contractors of Client having a need to know in order to perform their services to Client are permitted to have access to and use of Enabling Tools to the extent necessary for such parties to perform such services. Client may not redistribute, reproduce (except as necessary to run), modify, commercialize, allow third parties to access (except as permitted above or as otherwise authorized by KPMG in writing), or reverse



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engineer or decompile (except where such rights cannot be limited by applicable law) Enabling Tools. Enabling Tools are provided on an “as is”, “as available” basis.

- (ii) Other than as expressly permitted hereby, Client agrees to keep Enabling Tools and credentials for accessing Enabling Tools in its possession, custody, or control confidential, using no less than a reasonable standard of care to protect them from unauthorized disclosure or use, and to notify KPMG of any legal compulsions to disclose it, in accordance with the provisions governing Legal Demand in Paragraph 3(c) below, mutatis mutandis.
- (iii) Enabling Tools are not intended to be used as a system of record, repository, or hosting service, and Client acknowledges that its access to Enabling Tools may be suspended at any time. Information contained within online Enabling Tools may be removed within a reasonable period of time (no less frequently than annually) following the conclusion of the Services. Certain Enabling Tools may be subject to additional terms or conditions, which will be provided in advance and in writing for Client’s review and acceptance.
- (iv) Enabling Tools may include agents or scripts for extracting data from Client’s Systems. With respect to such extraction agent or scripts, Client understands and agrees that it is solely responsible for following appropriate change management policies, processes and controls relating to the environment (including without limitation appropriate backup of Client’s information and Systems) (collectively, “Change Management Processes”). In the event Client fails to use such Change Management Processes or if such Change Management Processes prove to be inadequate, Client acknowledges that the Systems and/or agents or scripts may not function as intended. At the conclusion of the Services, Client shall delete all copies of such Enabling Tools from Client’s Systems.

3. Confidentiality; Access to Engagement Documentation by Regulators and others pursuant to Legal Demand and inspection authority.

- (a) KPMG, as an accounting firm, has an obligation to comply with applicable professional standards. Certain professional standards, including AICPA Code of Professional Conduct Section 1.700, “Confidential Client Information Rule,” adopted by the AICPA and similar rules adopted by the boards of accountancy of many states, prohibit the disclosure of Confidential Information without Client consent, except in limited circumstances. KPMG represents to Client that KPMG (i) will treat Confidential Information in accordance with applicable professional standards, and (ii) has technical, legal and/or other safeguards, measures and controls in place to protect Client’s Confidential Information from unauthorized disclosure or use. For the avoidance of doubt, it is understood and agreed that KPMG may disclose Confidential Information (i) to KPMG Resources performing the applicable Services, (ii) to the KPMG Resources providing internal, administrative, clerical, analytical and/or regulatory compliance operations and functions, and information technology support, and (iii) to KPMG Parties for purposes of performing engagement acceptance and other professional responsibilities such as maintaining auditor independence and performing conflicts checks; provided, that such KPMG Resources and KPMG Parties shall be subject to obligations of confidentiality no less restrictive than those contained herein. In all such cases, KPMG shall remain responsible to Client for maintaining the confidentiality of Client’s Confidential Information. Any non-disclosure or confidentiality agreements the parties entered into prior to the date of the Engagement Letter shall not apply to the Agreement and shall not be deemed to prevent KPMG from performing the Services in accordance with the Agreement and applicable professional standards.
- (b) In the event that affiliates of Client located outside of the United States separately engage Member Firms to perform audit or attestation services, for example for purposes of statutory audits, we may



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share Client's and/or its affiliates' Confidential Information with such Member Firms for purposes of their services for such affiliates.

- (c) The Engagement Documentation for the Services is the property of KPMG. If KPMG receives a Legal Demand requiring it to disclose Confidential Information, KPMG shall, unless prohibited by law or such Legal Demand, provide prompt written notice to Client of such Legal Demand in order to permit Client to seek a protective order. KPMG shall be entitled to comply with such Legal Demand to the extent required by law, subject to any protective order or the like that may have been entered in the matter.
- (d) In a proceeding or investigation to which KPMG is not a named party or respondent, if Client requests or KPMG is required or authorized to produce documents or personnel as witnesses or for interviews, or otherwise to make information or materials relating to the Services available to Client or a third party, Client shall reimburse KPMG for KPMG's time, at KPMG's standard hourly rates, and expenses, including reasonable attorneys' fees, incurred in responding to such request or requirement.
- (e) KPMG may be requested to make certain Engagement Documentation available to Regulators pursuant to authority provided by applicable law or regulation to such Regulators to conduct routine inspections of KPMG (a "Routine Inspection"). Additionally, in the event a Regulator, pursuant to authority provided by applicable law or regulation to such Regulator to inspect the Services covered by the Agreement (e.g., the PCAOB), notifies KPMG of its express intent to inspect any such Services (a "Targeted Inspection"), KPMG agrees to communicate to Client on a timely basis (i) receipt of such notification of a Targeted Inspection, and (b) when the Regulator desires direct contact with members of Client's audit committee. In connection with any Routine Inspection or Targeted Inspection: (i) access to requested Engagement Documentation will be provided to the Regulators, (ii) KPMG will respond to written and oral questions by the Regulators related to the Services (if received), and (iii) the Regulators may obtain copies of selected Engagement Documentation. The Regulators may also, in accordance with applicable law or regulation, intend, or decide, to distribute the copies or information so received to others, including other government agencies (such as the SEC if Client is registered with the SEC).

4. Assignment, waiver, and severability.

- (a) Subject to Paragraph 2(a) above, neither party may assign, transfer or delegate any of its rights, obligations, claims or proceeds from claims arising under or relating to this Agreement (including by operation of law, in which case the assigning party will, to the extent legally permissible, give as much advance written notice as is reasonably practicable thereof) without the prior written consent of the other party, such consent not to be unreasonably withheld, conditioned or delayed. Any assignment, transfer or delegation in violation hereof shall be null and void.
- (b) Failure of a party to exercise or enforce any of its rights hereunder is not a waiver of such rights.
- (c) In the event that any term or provision of this Agreement shall be held to be invalid, void or unenforceable, then the remainder of that provision is modified to the extent reasonably necessary to reflect the intent of the parties and this Agreement shall not be affected, and each such term and provision shall be valid and enforceable to the fullest extent permitted by law.

5. Governing law.

The Agreement and all disputes and claims between the parties (whether based in contract, tort, statute, rule, regulation or otherwise and whether pending in court or in an arbitral forum) shall be governed by and construed in accordance with the substantive and procedural laws of the State of Florida, including without



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limitation its statutes of limitations, without regard to the conflict of laws provisions of Florida or any other state or jurisdiction.

6. *Alternative dispute resolution.*

- (a) Any dispute or claim between the parties shall be submitted first to non-binding mediation. Mediation shall take place at a location to be designated by the parties using the Mediation Procedures of the Rules for Non- Administered Arbitration of the International Institute for Conflict Prevention and Resolution (the “IICPR”), with the exception of paragraph 2 (Selecting the Mediator).
- (b) If mediation is not successful within 90 days after the initial request for mediation, then such dispute shall be submitted to binding arbitration in accordance with the IICPR. Any issue concerning the extent to which any dispute is subject to arbitration, or concerning the applicability, interpretation, validity, or enforceability of these dispute resolution procedures shall be governed by the Federal Arbitration Act and resolved by the arbitrators. By operation of this provision, the parties agree to forego litigation over such disputes in any court of competent jurisdiction.
- (c) Arbitration shall take place in (i) Tampa, Florida, and shall be governed by the Federal Arbitration Act, 9 U.S.C. §§ 1, et seq. Party-selected arbitrators shall be selected from the lists of neutrals maintained by either the IICPR or by JAMS, Inc., but the chair of the arbitration panel does not have to be selected from those specific lists. The arbitration panel shall have no power to award non-monetary or equitable relief of any sort except as provided in IICPR Rule 13 (Interim Measures of Protection). Damages that are not measured by the prevailing party’s actual damages shall be unavailable in arbitration or any other forum. In no event, even if any other portion of these provisions is held to be invalid or unenforceable, shall the arbitration panel have power to make an award or impose a remedy that could not be made or imposed by a court deciding the matter in the same jurisdiction.
- (d) Either party may seek to enforce any written agreement reached by the parties during mediation, or to confirm, enforce or vacate any final award entered in arbitration, in any court of competent jurisdiction, provided that such party will file such motion under seal unless prohibited under applicable court rules.
- (e) Notwithstanding the agreement to such procedures, either party may seek equitable relief to enforce its rights in any court of competent jurisdiction.

7. *Foreign jurisdiction registration.*

To the extent applicable, Client agrees to provide prompt notification to KPMG if Client or any of its subsidiaries whose financial statements or schedules are being audited by KPMG, currently are, become subject to, or were previously but are no longer subject to, the laws of a foreign jurisdiction that require regulation of any securities issued by Client or such subsidiary. Such situations could include but are not limited to the listing or selling of securities on a foreign securities market or exchange or the submission of filings to a foreign securities regulator.

8. *Independence.*

- (a) For the purpose of complying with the AICPA Code of Professional Conduct, Client agrees to provide the following in relation to the entity(ies) for which we perform a financial statement audit, review, or compilation engagement (as applicable):
 - (i) a complete and accurate legal entity listing and a listing of other affiliated entities not included on the legal entity listing (e.g., parent company, entities under common control, joint ventures, equity method investments, and others);



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- (ii) a listing of officers, directors, individuals who have a beneficial ownership interest (known through reasonable inquiry) that gives the individual significant influence over the entity, and individuals in Key Positions with respect to the preparation or oversight of the financial statements; and
 - (iii) information about acquisitions, investments or other transactions that may result in changes to the legal entity listing or the listing of other affiliated entities, not included on the legal entity listing, prior to the effective date of the acquisition, investment or other transaction.
- (b) For the purpose of complying with the AICPA Code of Professional Conduct, Client agrees to provide the following in relation to the entity(ies) for which we perform a non-financial statement audit or attestation engagement (as applicable):
- (i) a listing of officers, directors, individuals who have a beneficial ownership interest (known through reasonable inquiry) that gives the individual significant influence over the entity, and individuals in Key Positions with respect to the subject matter of the attest engagement.

9. KPMG Clara.

In an effort to facilitate efficient communication between KPMG and Client related to the Services and to track engagement progress during the course of the engagement, KPMG may provide Client with access to certain service coordination tools (e.g., KPMG Clara). If such access is provided to Client, the provisions set forth in Exhibit I shall apply to such access.

10. Our fees.

- (a) Professional standards prohibit us from performing services for attest clients where the fee for such services is contingent, or has the appearance of being contingent, upon the results of such services.
- (b) Professional standards also indicate that independence may be impaired if fees for professional services are outstanding for an extended period of time; therefore, it is important that our fees be paid promptly when billed. If a situation arises in which it may appear that our independence would be questioned because of past due unpaid fees, we may be prohibited from issuing our report and associated consent, if applicable.
- (c) Where we are reimbursed for expenses, we will bill you for the amount we paid and will not add any markup to the expense. After such expenses are incurred, KPMG may receive rebates or incentive payments based on its aggregate purchases, which may include expenses reimbursed by you in addition to other clients. Such rebates are not credited back to you but are used to reduce KPMG's overhead.
- (d) All fees, charges and other amounts payable to KPMG under the Engagement Letter do not include any sales, use, excise, value added, income or other applicable taxes, tariffs or duties, payment of which shall be your sole responsibility. KPMG shall be responsible for its net income or applicable employment taxes.

11. Miscellaneous.

- (a) Except as permitted by law or as set forth in this paragraph, neither party shall acquire hereunder any right to use the name or logo of the other party or any part thereof, and any such use shall require the express written consent of the owner party. The Plan Sponsor has a policy prohibiting the use of its name, brand, likeness, trademarks, intellectual property, statements from employees, results from questionnaires, or any other related requests ("Publicity/Advertising Requests") which must be submitted in writing to the Plan Sponsor for review and approval. KPMG agrees that the Plan Sponsor



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will approve or disapprove all Publicity/Advertising Requests at its sole discretion. In the event that the Plan Sponsor notifies KPMG of any breach of this clause, KPMG shall immediately cease and desist the breaching conduct and the Plan Sponsor shall be entitled to terminate the Engagement Letter.

(b) Export Control and Sanctions.

- (i) Each party shall comply with all Applicable Export Control Laws and Applicable Sanctions in the performance of each party's respective activities under the Engagement Letter and in the use of any Enabling Tools or KPMG Clara made accessible to Client hereunder. Further, Client shall not provide access to any technology provided by KPMG to users in the Russian Federation for services to the Russian Federation that have been banned by Applicable Sanctions.
 - (ii) Unless requested by KPMG to allow it to complete its Services, Client shall not provide KPMG, or grant KPMG access to, (A) information (including technical data or technology) verbally, electronically, or in hardcopy, (B) software or (C) hardware that is controlled for export by the United States government ("Export Controlled Information"), except information, software or hardware that is classified as EAR99 under the Export Administration Regulations. If KPMG requests Export Controlled Information from Client, Client shall provide KPMG with notice of provision of Export Controlled Information at least 48 hours prior to providing such Export Controlled Information to KPMG.
 - (iii) Each party represents to the other that neither it nor the KPMG Parties (with regard to KPMG) nor the Client Parties (with regard to Client) are (A) organized, incorporated or resident in jurisdictions subject to comprehensive sanctions (by way of example, Cuba, Iran, North Korea, and Syria or certain regions of Ukraine); (B) listed in Applicable Sanctions; or (C) owned 50% or more or controlled by parties described in (A) or (B). Further, Client represents that it is not engaging KPMG to provide services directly or indirectly to the jurisdictions in (A) or to any party in (B) or (C).
 - (iv) Each party shall promptly notify the other upon determining or having reason to believe that it is sanctioned under Applicable Sanctions or can no longer make the above representations and warranties or otherwise comply with the provisions of this paragraph. Either party may suspend or terminate access to technology if it concludes that providing access to the technology pursuant to this Agreement would cause a violation of Applicable Sanctions or Applicable Export Control Laws.
- (c) Personnel. KPMG is owned by professionals who hold CPA licenses as well as by professionals who are not licensed CPAs. Depending on the Services KPMG is providing, non-CPA holders may participate in the provision of Services under the Agreement.
- (d) Data Privacy. KPMG shall comply with and process personal data provided by or on behalf of Client in connection with the Services in accordance with the Data Privacy Framework and its privacy policy located at <https://kpmg.com/us/en/home/misc/privacy.html>. Subject to the provisions of Section 3, KPMG agrees to: (i) not sell Client personal data, and only process such data for limited and specified purposes of providing the Services, and (ii) provide Client notice if it can no longer process Client personal data in compliance with these obligations.
- (e) Order of Precedence. In the event of a conflict between the provisions of these Modified Terms and Conditions for Audit and Attestation Services and the specific provisions in the Engagement Letter, the terms of these Modified Terms and Conditions for Audit and Attestation Services shall control except to the extent the Engagement Letter expressly references the provisions of these Modified Terms and Conditions for Audit and Attestation Services which they modify.



**Modified Terms and Conditions for Audit and Attestation Services – AICPA
Between BayCare Health Systems, Inc. and KPMG LLP**

- (f) For the transmission of email between the Plan Sponsor and KPMG in a secure manner the parties shall establish policy enforced by TLS so that email transmissions over the internet are encrypted. KPMG shall use commercially reasonable encryption technology for the transmission of confidential information such as Plan Data to outside specialist engaged by KPMG to perform the services under this Engagement Letter. If KPMG needs to send an email with the Plans' confidential information to outside specialists or entities retained by the Plans who do not support policy-enforced TLS, KPMG and the Plan Sponsor shall discuss in good faith other options for encryption or for transmission of the information; provided that KPMG shall not be responsible or have any liability for any delay or failure to meet its obligations under this engagement letter if any such specialist or entity retained by the Plans do not agree to encryption or transmission options acceptable to the Plans.

12. Entire agreement; Amendment.

This Agreement constitutes the final, complete and exclusive agreement between the parties with respect to the subject matter of the foregoing and supersedes all other previous and contemporaneous oral and written agreements relating to that subject matter. Any amendments to the Agreement must be made in writing.

INFORMATION SECURITY **AGREEMENT**

This Information Security Agreement (“ISA”) is incorporated in and governed by the terms of the Engagement Letter dated June 25, 2025 by and between BayCare Health System, Inc., a Florida not-for-profit corporation and its Affiliates (collectively, “**BayCare**”), and KPMG LLP, a Delaware limited liability partnership, and its Affiliates (collectively, “**Vendor**”), (the “**Agreement**”). The parties expressly agree that the terms and conditions herein control and take precedence over conflicting or ambiguous terms in the Agreement, regardless of any provision to the contrary. This ISA shall remain in full force and effect until the later of: (i) the date that Vendor or Vendor’s devices or services cease to possess BayCare Data/have access to a BayCare computer system or network; or (ii) the expiration or termination date of the Agreement (the “**ISA Term**”).

1. **Definitions.** The following definitions pertain solely to the terms and conditions of this ISA.
 - 1.1. **Affiliate(s):** Any entity that, directly or indirectly, controls, is controlled by, or is under common control with the relevant entity, whether by ownership, contract, or otherwise who is party to the Agreement.
 - 1.2. **BayCare Data:** All BayCare-owned data that is accessed, transmitted, processed, or stored by Vendor in order to provide the Services under the Agreement.
 - 1.3. **BayCare Highly Sensitive Data:** Includes Personally Identifiable Information, Protected Health Information, and credit card holder data that personally identifies information associated with the credit card holder, including but not limited to account number, expiration date, name, address, and social security number.
 - 1.4. **Personally Identifiable Information (“PII”):** Any information provided to Vendor by or obtained by Vendor on behalf of BayCare in order to provide the Services under the Agreement that can be used exclusively or in conjunction with other sources to uniquely identify, contact, or locate a single person or entity.
 - 1.5. **Protected Health Information (“PHI”):** Any health information provided to Vendor by or obtained by Vendor on behalf of BayCare in order to provide the Services under the Agreement that identifies or can be used to identify an individual, including but not limited to: name, address, date of birth, date(s) of healthcare service(s), telephone number(s), fax number(s), account number(s), medical record number(s), social security number, health plan policy number, beneficiary number, driver’s license number, medical license number, professional certification number(s), vehicle identification, photographs, biometric data, medical device information, and any other information that could be used alone or in combination with other information to identify an individual, such as information pertaining to relatives, employers, or household members.
2. **Minimum Security Requirements.** Vendor agrees to use industry standards in terms of information and data security procedures to protect its infrastructure and all computer systems and network devices used to provide the Services to BayCare under the Agreement. The protections undertaken must be selected and implemented to reduce the risk of infiltration, hacking, access penetration, and BayCare Data exposure to or by any unauthorized third party and includes Vendor: (i) providing protection against intrusions (including, but not limited to, operating system or software); (ii) securing its computer systems and network devices; (iii) safeguarding its computer system against viruses, worms, and malware; and (iv) implementing appropriate patching processes. Additionally, Vendor must develop, maintain, and follow industry standards to protect BayCare Data throughout its entire information lifecycle (including creation, transformation, use, transport,

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storage, and secure destruction) regardless of the mode or media used for storage (i.e., tape, disk, USB, paper).

2.1. **Changes to Security Requirements.** BayCare will notify Vendor if BayCare proposes a change to the ISA and/or BayCare's security posture applicable to the services Vendor provides BayCare pursuant to the Agreements. Within forty-five (45) days of Vendor's receipt of such notification, Vendor agrees to enter good faith negotiations with BayCare regarding Vendor's implementation of the requested change(s). If, following such good faith discussions, Vendor and BayCare are unable to reach mutual agreement on Vendor's implementation of BayCare's requested change(s), including completion timeline, then BayCare may, upon thirty (30) days' notice to Vendor, terminate all Agreements without penalty.

3. **Security Awareness Training.** Vendor agrees to implement a Security Awareness and Training Program for all members of its workforce, including management, that may have access to any information systems, networks, software, or applications, including where applicable as defined in the Health Insurance Portability and Accountability Act of 1996, as amended ("HIPAA").

4. **Remote Access to BayCare Network(s).** The obligations contained in this Section 4 (Remote Access to BayCare Network(s)) are only applicable to the extent Vendor requires remote access to BayCare network. If Vendor requires remote access to BayCare network, including access to hardware or software, under an Agreement, Vendor agrees to utilize BayCare's remote access technology, approved security tools, software, protocols, standards, and any associated devices for remote connectivity, or alternative technologies agreed upon by the parties.. Vendor agrees that BayCare reserves the right to deny any software or system proposed by Vendor for remote access.

5. **Confirmed Event Notification.** Vendor agrees to report any known or reasonably suspected: (i) unauthorized access to BayCare Data, (ii) unauthorized disclosure of BayCare Data, (iii) loss of BayCare Data, (iv) unauthorized use of BayCare Data, or (v) potential impact to BayCare's network performance and/or security (collectively, "**Confirmed Event**"). Such notification shall be made to BayCare's VP/CISO or designee within forty-eight (48) hours of the Confirmed Event by phone call to 727 467 4700, or by sending an email to IncidentReporting@BayCare.org. For notifications by email, provide the following within the body of the email: (a) contact information; (b) the scope of what occurred; (c) what BayCare Data it impacted; and (d) the dates it occurred.

6. **Geography Control and Data Residency.** Vendor, including its Affiliates and contractors or subcontractors, shall not access or store BayCare Data outside of the continental United States. For the avoidance of doubt, this includes email transmission of BayCare Data originating outside of the continental United States. Vendor agrees to not access BayCare's Data from the following countries: Afghanistan, Balkans, Belarus, Burma, Central African Republic, China, Cuba, Democratic Republic of the Congo, Ethiopia, Hong Kong, Iran, Iraq, Lebanon, Libya, Mali, Nicaragua, Nigeria, North Korea, Russia, Somalia, South Sudan, Sudan, Syria, Ukraine, Venezuela, Vietnam, Yemen, Zimbabwe, and any country specified on OFAC's Sanctions Programs and Country Information list (collectively, the "**Restricted Countries**").

7. **Vendor's Use of Contractors and Subcontractors.** Vendor is responsible for all acts and omissions of its contractors and subcontractors and shall ensure that all such contractors and subcontractors comply with the terms and conditions of this ISA. Any Vendor contractor or subcontractor that accesses BayCare Data or BayCare's network or computer system shall be required to have entered into a written agreement with Vendor containing terms substantively similar to the terms of this ISA before receiving access to BayCare Data or any BayCare network or computer system.

7.1. **Required Disclosures.** If a Vendor contractor or subcontractor who has access to a BayCare

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network or computer system or provides services to BayCare at a BayCare facility is transferred or terminated, Vendor agrees to notify BayCare of such transfer or termination at 727-467-4700 within twenty-four (24) hours.

8. **Data Encryption Protections.** In order to access, transmit, process, and/or store BayCare Data, Vendor and its permitted contractors/subcontractors must use an encryption solution that meets, at a minimum, Advanced Encryption Standard (“**AES**”) with 256-bit or higher key encryption. Such encryption shall be used to encrypt: (i) all BayCare Data when stored on any Vendor or Vendor contractor/subcontractor portable storage device, portable media, or laptop computer; and (ii) all BayCare Data in transit over public or unsecured networks and at rest.

8.1. **Data Encryption Protections for BayCare Highly Sensitive Data.** In order to access, transmit, process, and/or store BayCare Highly Sensitive Data, Vendor and its contractors/subcontractors must use an encryption solution that meets, at a minimum, National Institute of Standards and Technology (“**NIST**”) guidance and is Federal Information Processing Standards (“**FIPS**”) 140-2-validated for all data backups. Such FIPS 140-2 encryption shall be used to encrypt: BayCare Highly Sensitive Data in transit and at rest. Additionally, Vendor shall ensure that all of its employees’, contractors’, and subcontractors’ laptop computers, portable media, portable storage devices, and CDs/DVDs containing BayCare Highly Sensitive Data are secured using a FIPS 140-2-compliant whole-disk encryption solution, and that the cryptographic module used by an encryption or other cryptographic product shall be tested and validated under the Cryptographic Module Validation Program to confirm compliance with the requirements of FIPS Publications 140-2.

9. **Cybersecurity Protections for Medical Devices.** The obligations contained in this Section 9 (Cybersecurity Protections for Medical Devices) are only applicable to the extent Vendor provides medical devices to BayCare under the Agreement and the parties acknowledge and agree Vendor is not providing such services under the Agreement. Vendor agrees to use industry standards, including but not limited to anti-virus and malware protection, to protect the medical devices from cyberattack. Vendor agrees to provide service support and safety and security critical software revisions/fixes/patches/service packs to the medical devices at no additional cost to BayCare, provided BayCare is current on maintenance and support under the applicable Agreement.

If Vendor cannot provide anti-virus and malware protection, Vendor agrees that BayCare may provide and install anti-virus and malware protection on medical device(s). After such installation, Vendor agrees that BayCare may request Vendor to come onsite to test the Vendor medical devices to ensure that the anti-virus and malware protection does not interfere with the operation of the Vendor medical devices according to the Food and Drug Administration (“**FDA**”) and all applicable laws and regulatory requirements.

10. **Cloud Computing/Environment.** The obligations contained in this Section 10 (Cloud Computing/Environment) are only applicable to the extent Vendor provides cloud computing and/or a cloud environment, including but not limited to, software-as-a-service, platform-as-a-service, or infrastructure-as-a-service to BayCare pursuant to an Agreement.

10.1. **Protection of BayCare Data and Backups.** Vendor shall: (i) protect BayCare Data behind a secure firewall system; (ii) conduct, at a minimum, a weekly full data backup; and (iii) store backups in a third-party cloud-based facility, or separate, fire-safe offsite secure facility. Vendor shall use, at a minimum, AES with 256-bit key encryption as its encryption solution for all data transmissions and backups. Unless otherwise agreed to in a writing signed by either BayCare’s VP/CISO or by a designee of BayCare’s VP/CISO, Vendor agrees that all software used to access

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the services will support the industry standard encryption protocol. Vendor agrees to maintain the security, integrity, and confidentiality of BayCare Data using industry-standard data security protocols and other methods deemed reasonably adequate to secure business data and to comply with applicable laws.

- 10.2. **Service Organization Control.** Vendor agrees to provide BayCare a copy of Vendor's most recent Service Organization Control ("**SOC**") 2 Type II report when requested by BayCare's VP/CISO or designee within thirty (30) calendar days from such BayCare request.
- 10.3. **Multi-tenancy Control.** If Vendor utilizes a multi-tenant cloud environment, Vendor agrees to implement security procedures and technologies to prevent other users from potentially gaining unauthorized access to BayCare Data or attacking other tenants in the multi-tenant environment. Data seizures or breaches from other tenants shall not impact BayCare in the areas of performance, functionality, data loss, data disclosure, and services in multi-tenant models.
- 10.4. **Restricted Access to the Services.** Vendor shall have available and implement security features that will restrict access to the services by BayCare authorized users solely from within the BayCare network. Access by BayCare authorized users using any account outside of BayCare's network is restricted. Vendor shall make such features available to BayCare at no additional charge. Additionally, Vendor acknowledges and agrees that BayCare shall require Vendor to: (i) utilize Multi-Factor Authentication ("**MFA**"), and Privileged Access Management ("**PAM**") technology to prevent user account compromise; and (ii) implement technology to deny password access to the service(s) based on specifications determined and communicated by BayCare in its sole discretion.
- 10.5. **Access Control and User Provisioning.** Where Vendor provides BayCare with access to Vendor systems in connection with performance of the Services, Vendor shall utilize BayCare's Federation, Active Directory or Security Assertion Markup Language integration to enforce user authentication and authorization. Vendor shall make such feature(s) available to BayCare at no additional cost.
- 10.6. **Disaster Recovery.** Vendor agrees to follow a disaster recovery ("**DR**") plan that is designed to ensure limited downtime and data loss for BayCare. User access to the software application and data will be available timely in a disaster situation, per the plan's stated provisions. Vendor agrees that BayCare may request and Vendor shall provide to BayCare for review via secure remote viewing technology an executive summary of Vendor's most recent DR plan within ten (10) business days of receiving a written request from BayCare's Chief Information Security Officer or his/her designee.
11. **On-Premise Solution Installation and Upgrades.** The obligations contained in this Section 11 (On-Premise Solution Installation and Upgrades) are only applicable to the extent Vendor provides an on-premise solution hosted on a BayCare managed data center and the parties acknowledge and agree Vendor is not providing such services under the Agreement. For any on-premise solution hosted on a BayCare managed data center (applications and/or systems) that requires Vendor installation or upgrade, Vendor shall remove any files, components, or tools installed by Vendor on the server/instance that are not required to run the solution upon Vendor's completion of the installation or upgrade of the solution. Vendor shall maintain and remain liable for mitigating and notifying BayCare of vulnerabilities with a NIST NVD CVE ("**NIST National Vulnerability Database Common Vulnerabilities and Exposures**") severity of critical or high (or similar equivalent industry accepted scale) that impacts the Vendor's solution and any third-party software installed by the Vendor that is required for the solution to run.

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12. **Vulnerability and Self-Assessment Report.** Within thirty (30) calendar days of written request by BayCare's VP/CISO or designee, Vendor agrees to provide BayCare a confirmation of completion of Vendor's most recent Penetration Test, External Penetration Test, and Vulnerability and Self-Assessment Reports. The confirmation shall be provided in writing by an authorized agent of Vendor and include the following: (i) name of company performing test or assessment; (ii) name of company tested or assessed; and (iii) dates that test or assessment was performed.

13. **Ownership and Protection of BayCare Data.** BayCare Data shall be and remain the sole and exclusive property of BayCare, and BayCare shall retain exclusive rights and ownership thereto. BayCare Data shall not be used by Vendor for any purpose other than as required pursuant to the Agreement. BayCare Data shall not be disclosed, sold, assigned, leased or otherwise disposed of to third parties (including any and all Affiliates) by Vendor or commercially exploited or otherwise used by or on behalf of Vendor, its officers, directors, employees, or subcontractors other than as permitted in the Agreement.

14. **Destruction of BayCare Data.** The obligations contained in this Section 14 (Destruction of BayCare Data) are only applicable to the extent Vendor stores BayCare Data. If Vendor stores BayCare Data, upon receipt of written request from BayCare's VP/CISO or designee, Vendor agrees to render all BayCare Data in its possession or control unreadable and irrecoverable. If Vendor is required to retain BayCare Data pursuant to professional standards, law or court order, Vendor shall only retain the BayCare Data or portion of BayCare Data it is so required to retain for the time period outlined in the applicable professional standard, law or court order (the "**Retention Period**"). During the Retention Period, the retained BayCare Data shall remain subject to the terms and conditions of this ISA and the confidentiality provisions in the applicable Agreement. Vendor must provide an appropriate confirmation of rendering BayCare Data unreadable and irrecoverable within thirty (30) calendar days after BayCare's written request, or in the case of retention, thirty (30) calendar days after the expiration or termination of the Retention Period. For avoidance of doubt, Vendor's professional standards require a retention period of seven (7) years.

14.1. **Hardware Destruction.** If Vendor provides computer hardware or data storage at a BayCare facility and the parties acknowledge and agree Vendor is not providing such services under the Agreement, Vendor agrees to follow BayCare's hardware destruction process at no charge throughout the life of the item(s) purchased or leased, provided that the computer hardware or data storage has an active maintenance/support contract.

15. **Payment Card Industry Compliance for Handling Credit Card Information.** For the avoidance of doubt, the parties agree this section is not applicable to this Agreement. The obligations contained in this Section 15 (Payment Card Industry Compliance for Handling Credit Card Information) are only applicable to the extent Vendor provides services under an Agreement where either BayCare's or its patients' payment cardholder data is processed, transmitted, and/or stored by Vendor. Vendor shall: (i) abide by the Payment Card Industry ("**PCI**") Data Security Standard ("**DSS**"); (ii) provide to BayCare a valid PCI DSS Attestation of Compliance ("**AOC**") upon the ISA Effective Date; and (iii) abide by the PCI DSS Addendum, which is attached hereto as Addendum 1 (PCI DSS Addendum) and incorporated herein.

16. **Cyber Risk Liability Insurance Requirement.** Vendor shall obtain, pay for, and maintain, in full force and effect for the duration of this ISA, Cyber Risk Liability (Network Security/Privacy Liability) Insurance with limits of One Million and No/100 Dollars (\$1,000,000) per claim and Two Million and No/100 Dollars (\$2,000,000) annual aggregate covering any: (i) release of private or confidential information, whether electronic or non-electronic; (ii) network security breach; (iii) denial or loss of service; (iv) unauthorized access; and (v) use and spread of malicious software code. As of the ISA Effective Date, Vendor shall provide BayCare with a current certificate of insurance evidencing Vendor's compliance with the above coverage requirements,

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and for the duration of this ISA, Vendor shall give BayCare thirty (30) calendar days' prior written notice of any cancellation, non-renewal, or a reduction in coverage, scope, or amount of this policy.

The undersigned individuals represent and warrant that they are expressly and duly authorized by their respective entities to execute this ISA and to legally bind their respective entities as set forth in this ISA.

BayCare Health System, Inc.

Vendor: KPMG LLP

Signature:  8E474A40079B45C...

Signature: Todd A Webster

Name: Robert Carvajal

Name: Todd A Webster

Title: Director, IS Security and Threat Management

Title: Partner

Date: 6/25/2025

Date: June 25, 2025

Exhibit I**KPMG CLARA
TERMS OF USE**

As used herein, "KPMG Clara" shall refer to those service coordination tools made available to Client by KPMG that allow a group of users to access a virtual repository for the purposes of sharing information, engaging in online discussions, providing status with regard to engagement activity and accessing certain content. These terms of use (the "Terms") are between Client and KPMG and shall govern Client's use of KPMG Clara, including content posted to KPMG Clara by KPMG and/or its licensors. If Client is comprised of multiple legal entities, Client agrees that (a) it has the authority to bind all such entities, and (b) these Terms shall govern such entities' use of KPMG Clara. In the event of any conflict or inconsistency between these Terms and the contract(s) between KPMG and Client to which these Terms or KPMG Clara relates, these Terms shall govern with respect to Client's use of KPMG Clara only.

1. Client and its Authorized Users (as defined below) may access and use KPMG Clara solely in furtherance of KPMG's engagement(s) with Client. KPMG Clara is not intended for use as a document retention system and should not be regarded as a system of record. Client should retain or download any information from KPMG Clara it wishes to retain for its files. Access to information within KPMG Clara may be removed or become unavailable within a reasonable time once the corresponding engagement is completed. "Authorized User" means Client's employees and other personnel authorized by Client and approved by KPMG to access and use KPMG Clara. Client shall ensure that all Authorized Users who access and use KPMG Clara comply with these Terms. Client shall promptly notify KPMG about any Authorized User who should no longer have access to KPMG Clara or improper access to the password of an Authorized User.
2. Client may not: (a) copy, translate, modify, adapt or create derivative works from KPMG Clara; (b) rent, lease, lend, pledge, or directly or indirectly transfer or distribute KPMG Clara to any third party; or (c) use KPMG Clara to upload, store, post, email, transmit or otherwise make available any content that is unlawful and/or infringes any intellectual property rights or data protection, privacy or other rights of any other party. Client is responsible for the information its users may upload to such tools and compliance with all laws and regulations applicable to use or access by Client's users outside the U.S. (e.g., export control and data privacy laws and regulations). Except for the license granted herein to Client, Client acquires no right or interest of any kind in or to KPMG Clara.
3. Technical factors such as bandwidth, network configurations, and browser settings can affect KPMG Clara's speed and accessibility. KPMG does not guarantee the continuous, uninterrupted or error-free operability of KPMG Clara, or compatibility with Client's computer browser or any other part of its computing systems. Access to KPMG Clara may be suspended or limited at any time, and content may be unavailable. KPMG is not responsible for the content of any third-party websites, or hyperlinks which may be featured on KPMG Clara.
4. If KPMG's relationship with Client terminates for any reason, all further access to and use of KPMG Clara by Client and its Authorized Users must immediately cease and KPMG may deactivate or delete related user accounts, unless otherwise required by applicable law or professional standards to maintain such accounts. KPMG reserves the right to terminate Client's access to KPMG Clara for any reason.
5. EXCEPT AS EXPRESSLY STATED IN THESE TERMS, KPMG CLARA IS MADE AVAILABLE ON AN "AS-IS", "AS AVAILABLE" BASIS WITHOUT REPRESENTATIONS OR WARRANTIES OF ANY KIND, WHETHER EXPRESS OR IMPLIED.
6. Refer to KPMG's Privacy Statement (<https://home.kpmg/us/en/home/misc/privacy.html>) for information about how KPMG collects, uses, and protects personal data.



2985 Drew Street
Clearwater, FL 33759

August 22, 2025
KPMG LLP
100 North Tampa Street
Suite 1700
Tampa, Florida 33602

We are providing this letter in connection with your audits of the financial statements of BayCare Health System Retirement Plan (the Plan), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), which comprise the statements of net assets available for benefits as of December 31, 2024 and 2023, the related statements of changes in net assets available for benefits for the years then ended, and the related notes to the financial statements.

We elected to have the audit 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. We acknowledge that the audit did 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, a qualified institution, that prepared and certified the investment information in accordance with 29 CFR 2520.103-5 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. We have determined that an ERISA Section 103(a)(3)(C) audit is permissible under the circumstances. We have also determined that the investment information is prepared and certified by a qualified institution as described by 29 CFR 2520.103-8, that the certification meets the requirements in 29 CFR 2520.103-5 and, that the certified investment information is appropriately measured, presented, and disclosed in accordance with US generally accepted accounting principles.

The purpose of an ERISA Section 103(a)(3)(C) audit is to express an opinion on whether the amounts and disclosures in the financial statements, other than those agreed to or derived from the certified investment information, are presented fairly, in all material respects, in accordance with generally accepted accounting principles and that the assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the certified investment information.

Certain representations in this letter are described as being limited to matters that are material. Items are considered material, regardless of size, if they involve an omission or misstatement of accounting information that, in the light of surrounding circumstances, makes it probable that the judgment of a reasonable person relying on the information would be changed or influenced by the omission or misstatement.

We confirm, to the best of our knowledge and belief, having made such inquiries as we considered necessary for the purpose of appropriately informing ourselves, as of August 22, 2025:

1. We have fulfilled our responsibilities, as set out in the terms of the audit engagement letter dated June 25, 2025, for the preparation and fair presentation of the financial statements in accordance with US generally accepted accounting principles (US GAAP).
2. We acknowledge our responsibility for 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.

3. We have made available to you:
 - a. All records, documentation, and information that is relevant to the preparation and fair presentation of the financial statements.
 - b. A draft of the Form 5500 that is substantially complete.
 - c. Additional information that you have requested from us for the purpose of the audits.
 - d. Unrestricted access and the full cooperation of personnel within the entity from whom you determined it necessary to obtain audit evidence.
 - e. All minutes of the meetings of the BayCare Health System Retirement Plan Committee, BayCare Health System Investment Sub-Committee, BayCare Health System Audit Sub-Committee, and BayCare Health System Board of Trustees , or summaries of actions of recent meetings for which minutes have not yet been prepared. All significant board and committee actions are included in the summaries.
 - f. Most current plan instrument, trust agreement and insurance contracts for the period, including amendments made during the year, including amendments to comply with applicable laws.
4. Except as disclosed to you in writing, there have been no communications from regulatory agencies concerning noncompliance with, or deficiencies in, financial reporting practices, operations of the Plan, or other matters that could have a material adverse effect on the financial statements.
5. We have disclosed to you, in writing, all known instances of non-compliance or suspected non-compliance with laws and regulations, whose effects should be considered when preparing financial statements.
6. All material transactions have been recorded in the accounting records and are reflected in the financial statements.
7. We have disclosed to you all side agreements or other arrangements (either written or oral).
8. All events subsequent to the date of the financial statements and through the date of this letter for which US GAAP requires adjustment or disclosure have been adjusted or disclosed.
9. We have disclosed to you, in writing, all other matters (e.g. breach of fiduciary responsibilities, nonexempt transactions/prohibited party-in-interest transactions, loans or loans in default, or events that may jeopardize the tax status).
10. The effects of all known actual or possible litigation and claims have been accounted for and disclosed in accordance with Financial Accounting Standards Board (FASB) Accounting Standards Codification (ASC) 450, *Contingencies*.

11. We are not aware of any pending or threatened litigation, claims, and assessments whose effects should be considered when preparing the financial statements and we have not consulted legal counsel concerning litigation, claims, or assessments.
12. We acknowledge our responsibility for the design, implementation, and maintenance of programs and controls to prevent, deter, and detect fraud; for adopting sound accounting policies; and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of the financial statements and to provide reasonable assurance against the possibility of misstatements that are material to the financial statements, whether due to error or fraud. We understand that the term 'fraud' is defined as an intentional act by one or more individuals among management, those charged with governance, employees, or third parties, involving the use of deception that results in a misstatement in financial statements that are the subject of an audit.
13. We have disclosed to you all deficiencies in the design or operation of internal control over financial reporting of which we are aware, which could adversely affect the Plan's ability to initiate, authorize, record, process, or report financial data. We have separately disclosed to you all such deficiencies that we believe to be significant deficiencies or material weaknesses in internal control over financial reporting, as those terms are defined in AU-C Section 265.07, *Communicating Internal Control Related Matters Identified in an Audit*.
14. We have disclosed to you the results of our assessment of the risk that the financial statements may be materially misstated as a result of fraud.
15. We have no knowledge of any fraud, or suspected fraud, affecting the Plan involving:
 - a. Management/Plan Administrator,
 - b. Employees who have significant roles in internal control, or
 - c. Others where the fraud could have a material effect on the financial statements.
16. We have no knowledge of any allegations of fraud, or suspected fraud, affecting the Plan's financial statements communicated by employees, former employees, participants, regulators, beneficiaries, service providers, third-party administrators, or others.
17. The Plan or Plan sponsor has no plans or intentions to terminate the Plan or merge the Plan into or with another plan(s).
18. We have no knowledge of any officer or trustee or member of the Retirement Committee of the Plan or Plan sponsor, or any other person acting under the direction thereof, having taken any action to fraudulently influence, coerce, manipulate, or mislead you during your audit.
19. The methods, data, and significant assumptions used by us in making accounting estimates and their related disclosures are appropriate to achieve recognition, measurement, or disclosure that is reasonable in accordance with US GAAP.
20. We have disclosed to you the identity of all the Plan's related parties and parties-in-interest and all the related party and party-in-interest relationships and transactions of which we are aware.

21. The following have been properly recorded or disclosed in the financial statements and ERISA-required supplemental schedules:

- a. Related party relationships and transactions, of which we are aware, in accordance with US GAAP including sales, purchases, loans, transfers, leasing arrangements, guarantees, ongoing contractual commitments, and amounts receivable from or payable to related parties.
- b. Party in interest relationships and transactions, as defined in ERISA section 3(14) and regulations thereunder, including sales, purchases, loans, transfers, leasing arrangements, guarantees, ongoing contractual commitments, and amounts receivable from or payable to parties in interest.

We understand that Section 3(14) of ERISA defines a '*party in interest*' to include 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 association, or relatives of such persons just listed. Although not identical, ERISA defines 'parties in interest' in much the same way as FASB ASC Topic 850, *Related Party Disclosures*, defines the term related parties. As defined by ASC Topic 850, 'related parties' includes: affiliates of the entity; trusts for the benefit of employees, such as pension and profit-sharing trusts that are managed by or under the trusteeship of management; principal owners of the entity; its management; members of the immediate families of principal owners of the entity and its management; and other parties with which the entity may deal if one party controls or can significantly influence the management or operating policies of the other to an extent that one of the transacting parties might be prevented from fully pursuing its own separate interests. Another party also is a related party if it can significantly influence the management or operating policies of the transacting parties or if it has an ownership interest in one of the transacting parties and can significantly influence the other to an extent that one or more of the transacting parties might be prevented from fully pursuing its own separate interests.

- c. Non-exempt party-in-interest transactions (as defined in ERISA section 406 and 407(a)).
 - d. Investments in default or considered to be uncollectible.
 - e. Reportable transactions (as defined in ERISA section 103(b)(3)(H) and regulations thereunder.
 - f. Guarantees, whether written or oral, under which the Plan is contingently liable, including guarantee contracts and indemnification agreements pursuant to FASB ASC Topic 460, *Guarantees*.
 - g. Significant estimates and material concentrations known to management that are required to be disclosed in accordance with FASB ASC Topic 275, *Risks and Uncertainties* and FASB ASC Section 825-10-55, *Financial Instruments – Implementation Guidance and Illustrations – General*.
 - h. Amendments to the plan instrument, if any.
22. The Plan has satisfactory title to all owned assets, and there are no liens or encumbrances on such assets, nor has any asset been pledged as collateral.

23. The Plan has complied with all aspects of contractual agreements that would have a material effect on the financial statements, in the event of noncompliance.
24. The Plan has complied with the fidelity bonding requirements of ERISA.
25. All required filings of the Plan and trust documents with the appropriate regulatory agencies have been made.
26. The Plan and the trust established under the Plan is qualified under the appropriate section of the Internal Revenue Code and intends to continue as a qualified plan and trust. We believe the Plan and trust is being operated in a manner that did not jeopardize the continued qualification of the Plan and trust.
27. The Plan has complied with IRS and DOL rules and regulations concerning the timely remittance of participant contributions and participant loan repayments to the trust containing assets for the Plan.
28. We have disclosed to you all accounting policies and practices we have adopted that, if applied to significant items or transactions, would not be in accordance with US GAAP. We have evaluated the impact of the application of each such policy and practice, both individually and in the aggregate, on the Plan's current period financial statements, and the expected impact of each such policy and practice on future periods' financial reporting. We believe the effect of these policies and practices on the financial statements is not material. Furthermore, we do not believe the impact of the application of these policies and practices will be material to the financial statements in future periods.
29. We acknowledge our responsibility for the presentation of the supplementary schedules required by DOL Rules and Regulations for Reporting and Disclosure under ERISA, which includes Schedule H, line 4i- Schedule of Assets (held at end of year) as of December 31, 2024 in accordance with the applicable criteria and/or prescribed guidelines and:
 - a. Believe the schedule, including its form and content, is fairly presented in accordance with the DOL Rules and Regulations for Reporting and Disclosure under ERISA.
 - b. The methods of measurement or presentation of the schedule have not changed from those used in the prior period.
 - c. The significant assumptions or interpretations underlying the measurement or presentation of the schedule are reasonable and appropriate in the circumstances.
30. KPMG LLP assisted management in drafting the financial statements and notes. We confirm that we have reviewed, approved, and accept responsibility for the financial statements and notes.

Very truly yours,

BayCare Health System Retirement Plan

DocuSigned by:
 8/22/2025
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Janice Polo
Executive Vice President and Chief Financial Officer

Signed by:
 8/22/2025
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Nikki Daily
Chief Team Resources Officer

Summary of Audit Misstatements - Corrected

Entity:BayCare 401k Plan

For Period Ended:12/31/2024

Amounts in:USD

Entry											
								Balance sheet		Income statement	
ID	Description of misstatement	Factual, judgmental or projected misstatement?	Misstatement in accounts and/or in disclosure?	Disclosure (if applicable)	Accounts (if applicable)	Debit	Credit	Debit	(Credit)	Debit	(Credit)
None noted								0000			

Summary of Audit Misstatements - Uncorrected

Entity: BayCare 401k Plan
For Period Ended: 12/31/2024

Amounts in: USD
Method Used to Quantify Audit Misstatements: Rollover

Correcting Entry Necessary at Current Period End								Income Statement Effect - Debit(Credit)			Balance Sheet Effect - Debit (Credit)					Cash Flow Effect - Increase (Decrease)			Statement of Comprehensive Income - Debit (Credit)			
ID	Description of misstatement	Factual, judgmental or projected misstatement?	Misstatement in accounts and/or in disclosure?	Disclosure (if applicable)	Accounts (if applicable)	Debit	Credit	Income effect of correcting the balance sheet in prior period (carryforward from prior period)	Income effect according to Iron Curtain method	Income effect according to Rollover method	Equity	Current Assets	Noncurrent Assets	Current Liabilities	Noncurrent Liabilities	Operating Activities	Investing Activities	Financing Activities	Comprehensive Income according to Iron Curtain method	Comprehensive Income according to Rollover method		
								A	B	C = B-A												
None noted																						
Aggregate effect of uncorrected audit misstatements (before tax):								0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Tax effect:																						
Aggregate effect of uncorrected audit misstatements (after tax):								0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Financial statement amounts (per final financial statements) (after tax):																						
Uncorrected audit misstatements as a percentage of financial statement amounts (after tax):								#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	

Financial statement captions affected by misstatements

Rollover method and Iron Curtain method			
Balance sheet	Aggregate effect of misstatements in the caption	Financial statement caption (per final financial statements)	Misstatements as a percentage of financial statement caption
N/A			

Rollover method			Iron Curtain method		
Income statement	Aggregate effect of misstatements in the caption	Financial statement caption (per final financial statements)	Misstatements as a percentage of financial statement caption	Aggregate effect of misstatements in the caption	Financial statement caption (per final financial statements)

Information that facilitates considering the possibility of undetected misstatements on KCW SAM screen:

Total effect of corrected + uncorrected misstatements on the income statement: 0



2985 Drew Street
Clearwater, FL 33759

August 22, 2025
KPMG LLP
100 North Tampa Street
Suite 1700
Tampa, Florida 33602

We are providing this letter in connection with your audits of the financial statements of BayCare Health System 403(b) Plan (the Plan), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), which comprise the statements of net assets available for benefits as of December 31, 2024 and 2023, the related statements of changes in net assets available for benefits for the years then ended, and the related notes to the financial statements.

We elected to have the audit 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. We acknowledge that the audit did 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, a qualified institution, that prepared and certified the investment information in accordance with 29 CFR 2520.103-5 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. We have determined that an ERISA Section 103(a)(3)(C) audit is permissible under the circumstances. We have also determined that the investment information is prepared and certified by a qualified institution as described by 29 CFR 2520.103-8, that the certification meets the requirements in 29 CFR 2520.103-5 and, that the certified investment information is appropriately measured, presented, and disclosed in accordance with US generally accepted accounting principles.

The purpose of an ERISA Section 103(a)(3)(C) audit is to express an opinion on whether the amounts and disclosures in the financial statements, other than those agreed to or derived from the certified investment information, are presented fairly, in all material respects, in accordance with generally accepted accounting principles and that the assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the certified investment information.

Certain representations in this letter are described as being limited to matters that are material. Items are considered material, regardless of size, if they involve an omission or misstatement of accounting information that, in the light of surrounding circumstances, makes it probable that the judgment of a reasonable person relying on the information would be changed or influenced by the omission or misstatement.

We confirm, to the best of our knowledge and belief, having made such inquiries as we considered necessary for the purpose of appropriately informing ourselves, as of August 22, 2025:

1. We have fulfilled our responsibilities, as set out in the terms of the audit engagement letter dated June 25, 2025, for the preparation and fair presentation of the financial statements in accordance with US generally accepted accounting principles (US GAAP).

2. We acknowledge our responsibility for 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.
3. We have made available to you:
 - a. All records, documentation, and information that is relevant to the preparation and fair presentation of the financial statements.
 - b. A draft of the Form 5500 that is substantially complete.
 - c. Additional information that you have requested from us for the purpose of the audits.
 - d. Unrestricted access and the full cooperation of personnel within the entity from whom you determined it necessary to obtain audit evidence.
 - e. All minutes of the meetings of the BayCare Health System Retirement Plan Committee, BayCare Health System Investment Sub-Committee, BayCare Health System Audit Sub-Committee, and BayCare Health System Board of Trustees , or summaries of actions of recent meetings for which minutes have not yet been prepared. All significant board and committee actions are included in the summaries.
 - f. Most current plan instrument, trust agreement and insurance contracts for the period, including amendments made during the year, including amendments to comply with applicable laws.
4. Except as disclosed to you in writing, there have been no communications from regulatory agencies concerning noncompliance with, or deficiencies in, financial reporting practices, operations of the Plan, or other matters that could have a material adverse effect on the financial statements.
5. We have disclosed to you, in writing, all known instances of non-compliance or suspected non-compliance with laws and regulations, whose effects should be considered when preparing financial statements.
6. All material transactions have been recorded in the accounting records and are reflected in the financial statements.
7. We have disclosed to you all side agreements or other arrangements (either written or oral).
8. All events subsequent to the date of the financial statements and through the date of this letter for which US GAAP requires adjustment or disclosure have been adjusted or disclosed.
9. We have disclosed to you, in writing, all other matters (e.g. breach of fiduciary responsibilities, nonexempt transactions/prohibited party-in-interest transactions, loans or loans in default, or events that may jeopardize the tax status).
10. The effects of all known actual or possible litigation and claims have been accounted for and disclosed in accordance with Financial Accounting Standards Board (FASB) Accounting Standards Codification (ASC) 450, *Contingencies*.

11. We are not aware of any pending or threatened litigation, claims, and assessments whose effects should be considered when preparing the financial statements and we have not consulted legal counsel concerning litigation, claims, or assessments.
12. We acknowledge our responsibility for the design, implementation, and maintenance of programs and controls to prevent, deter, and detect fraud; for adopting sound accounting policies; and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of the financial statements and to provide reasonable assurance against the possibility of misstatements that are material to the financial statements, whether due to error or fraud. We understand that the term 'fraud' is defined as an intentional act by one or more individuals among management, those charged with governance, employees, or third parties, involving the use of deception that results in a misstatement in financial statements that are the subject of an audit.
13. We have disclosed to you all deficiencies in the design or operation of internal control over financial reporting of which we are aware, which could adversely affect the Plan's ability to initiate, authorize, record, process, or report financial data. We have separately disclosed to you all such deficiencies that we believe to be significant deficiencies or material weaknesses in internal control over financial reporting, as those terms are defined in AU-C Section 265.07, *Communicating Internal Control Related Matters Identified in an Audit*.
14. We have disclosed to you the results of our assessment of the risk that the financial statements may be materially misstated as a result of fraud.
15. We have no knowledge of any fraud, or suspected fraud, affecting the Plan involving:
 - a. Management/Plan Administrator,
 - b. Employees who have significant roles in internal control, or
 - c. Others where the fraud could have a material effect on the financial statements.
16. We have no knowledge of any allegations of fraud, or suspected fraud, affecting the Plan's financial statements communicated by employees, former employees, participants, regulators, beneficiaries, service providers, third-party administrators, or others.
17. The Plan or Plan sponsor has no plans or intentions to terminate the Plan or merge the Plan into or with another plan(s).
18. We have no knowledge of any officer or trustee or member of the Retirement Committee of the Plan or Plan sponsor, or any other person acting under the direction thereof, having taken any action to fraudulently influence, coerce, manipulate, or mislead you during your audit.
19. The methods, data, and significant assumptions used by us in making accounting estimates and their related disclosures are appropriate to achieve recognition, measurement, or disclosure that is reasonable in accordance with US GAAP.
20. We have disclosed to you the identity of all the Plan's related parties and parties-in-interest and all the related party and party-in-interest relationships and transactions of which we are aware.

21. The following have been properly recorded or disclosed in the financial statements and ERISA-required supplemental schedules:

- a. Related party relationships and transactions, of which we are aware, in accordance with US GAAP including sales, purchases, loans, transfers, leasing arrangements, guarantees, ongoing contractual commitments, and amounts receivable from or payable to related parties.
- b. Party in interest relationships and transactions, as defined in ERISA section 3(14) and regulations thereunder, including sales, purchases, loans, transfers, leasing arrangements, guarantees, ongoing contractual commitments, and amounts receivable from or payable to parties in interest.

We understand that Section 3(14) of ERISA defines a '*party in interest*' to include 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 association, or relatives of such persons just listed. Although not identical, ERISA defines 'parties in interest' in much the same way as FASB ASC Topic 850, *Related Party Disclosures*, defines the term related parties. As defined by ASC Topic 850, 'related parties' includes: affiliates of the entity; trusts for the benefit of employees, such as pension and profit-sharing trusts that are managed by or under the trusteeship of management; principal owners of the entity; its management; members of the immediate families of principal owners of the entity and its management; and other parties with which the entity may deal if one party controls or can significantly influence the management or operating policies of the other to an extent that one of the transacting parties might be prevented from fully pursuing its own separate interests. Another party also is a related party if it can significantly influence the management or operating policies of the transacting parties or if it has an ownership interest in one of the transacting parties and can significantly influence the other to an extent that one or more of the transacting parties might be prevented from fully pursuing its own separate interests.

- c. Non-exempt party-in-interest transactions (as defined in ERISA section 406 and 407(a)).
- d. Investments in default or considered to be uncollectible.
- e. Reportable transactions (as defined in ERISA section 103(b)(3)(H) and regulations thereunder.
- f. Guarantees, whether written or oral, under which the Plan is contingently liable, including guarantee contracts and indemnification agreements pursuant to FASB ASC Topic 460, *Guarantees*.
- g. Significant estimates and material concentrations known to management that are required to be disclosed in accordance with FASB ASC Topic 275, *Risks and Uncertainties* and FASB ASC Section 825-10-55, *Financial Instruments – Implementation Guidance and Illustrations – General*.
- h. Amendments to the plan instrument, if any.

22. The Plan has satisfactory title to all owned assets, and there are no liens or encumbrances on such assets, nor has any asset been pledged as collateral.

23. The Plan has complied with all aspects of contractual agreements that would have a material effect on the financial statements, in the event of noncompliance.
24. The Plan has complied with the fidelity bonding requirements of ERISA.
25. All required filings of the Plan and trust documents with the appropriate regulatory agencies have been made.
26. The Plan and the trust established under the Plan is qualified under the appropriate section of the Internal Revenue Code and intends to continue as a qualified plan and trust. We believe the Plan and trust is being operated in a manner that did not jeopardize the continued qualification of the Plan and trust.
27. The Plan has complied with IRS and DOL rules and regulations concerning the timely remittance of participant contributions and participant loan repayments to the trust containing assets for the Plan.
28. We have disclosed to you all accounting policies and practices we have adopted that, if applied to significant items or transactions, would not be in accordance with US GAAP. We have evaluated the impact of the application of each such policy and practice, both individually and in the aggregate, on the Plan's current period financial statements, and the expected impact of each such policy and practice on future periods' financial reporting. We believe the effect of these policies and practices on the financial statements is not material. Furthermore, we do not believe the impact of the application of these policies and practices will be material to the financial statements in future periods.
29. We acknowledge our responsibility for the presentation of the supplementary schedules required by DOL Rules and Regulations for Reporting and Disclosure under ERISA, which includes Schedule H, line 4i- Schedule of Assets (held at end of year) as of December 31, 2024 in accordance with the applicable criteria and/or prescribed guidelines and:
 - a. Believe the schedule, including its form and content, is fairly presented in accordance with the DOL Rules and Regulations for Reporting and Disclosure under ERISA.
 - b. The methods of measurement or presentation of the schedule have not changed from those used in the prior period.
 - c. The significant assumptions or interpretations underlying the measurement or presentation of the schedule are reasonable and appropriate in the circumstances.
30. KPMG LLP assisted management in drafting the financial statements and notes. We confirm that we have reviewed, approved, and accept responsibility for the financial statements and notes.

Very truly yours,

BayCare Health System 403(b) Plan

DocuSigned by:
 8/22/2025
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Janice Polo
Executive Vice President and Chief Financial Officer

Signed by:
 8/22/2025
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Nikki Daily
Chief Team Resources Officer

Summary of Audit Misstatements - Uncorrected

Entity: BayCare 403b Plan
For Period Ended: 12/31/2024

Amounts in: USD
Method Used to Quantify Audit Misstatements: Rollover

Correcting Entry Necessary at Current Period End								Income Statement Effect - Debit(Credit)			Balance Sheet Effect - Debit (Credit)					Cash Flow Effect - Increase (Decrease)			Statement of Comprehensive Income - Debit (Credit)			
ID	Description of misstatement	Factual, judgmental or projected misstatement?	Misstatement in accounts and/or in disclosure?	Disclosure (if applicable)	Accounts (if applicable)	Debit	Credit	Income effect of correcting the balance sheet in prior period (carryforward from prior period)	Income effect according to Iron Curtain method	Income effect according to Rollover method	Equity	Current Assets	Noncurrent Assets	Current Liabilities	Noncurrent Liabilities	Operating Activities	Investing Activities	Financing Activities	Comprehensive Income according to Iron Curtain method	Comprehensive Income according to Rollover method		
								A	B	C = B-A												
None noted								Aggregate effect of uncorrected audit misstatements (before tax):														
								Tax effect:														
								Aggregate effect of uncorrected audit misstatements (after tax):														
								Financial statement amounts (per final financial statements) (after tax):														
								Uncorrected audit misstatements as a percentage of financial statement amounts (after tax):														
								#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	

Financial statement captions affected by misstatements

Rollover method and Iron Curtain method			
Balance sheet	Aggregate effect of misstatements in the caption	Financial statement caption (per final financial statements)	Misstatements as a percentage of financial statement caption
N/A			

	Rollover method			Iron Curtain method		
<u>Income statement</u>	Aggregate effect of misstatements in the caption	Financial statement caption (per final financial statements)	Misstatements as a percentage of financial statement caption	Aggregate effect of misstatements in the caption	Financial statement caption (per final financial statements)	Misstatements as a percentage of financial statement caption

Information that facilitates considering the possibility of undetected misstatements on KCW SAM screen:

Total effect of corrected + uncorrected misstatements on the income statement: 0

Summary of Audit Misstatements - Corrected

Entity:BayCare 403b Plan

For Period Ended:12/31/2024

Amounts in:USD

Entry											
								Balance sheet		Income statement	
ID	Description of misstatement	Factual, judgmental or projected misstatement?	Misstatement in accounts and/or in disclosure?	Disclosure (if applicable)	Accounts (if applicable)	Debit	Credit	Debit	(Credit)	Debit	(Credit)
None noted								0	0	0	0

BAYCARE HEALTH SYSTEM RETIREMENT PLAN

EIN: 59-2796965 Plan No.: 101

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

December 31, 2024

(a)	(b) Identity of issuer, borrower, lessor, or similar party	(c) Current value
	Mutual Funds:	
	T. Rowe Price QM Small Cap	\$ 25,946,125
	Mass Mutual Select Mid Cap Growth Fund Class 1	11,547,950
	American Funds EuroPacific Growth Fund Class R6	24,322,827
	Dodge and Cox Income	38,645,852
*	Fidelity US Bond Index Institutional Class	26,176,140
	VAN EM MKT ST IDX IS	5,624,993
	VICTORY S SMCO OP R6	7,351,119
	Total Mutual Funds	139,615,006
	Common and Collective Trusts:	
*	Fidelity Blue Chip Growth Commingled Pool	357,724,253
	MFS Mid Cap Value Fund Class R6	71,254,124
	MFS Value Fund Class R6	35,074,021
	SP 500 INDEX PL CL C	205,187,076
	SP EXT MKT IDX CL C	29,873,827
	SP INTL INDEX C	18,816,483
	Vanguard Target Retirement 2020 Trust I	99,895,239
	Vanguard Target Retirement 2025 Trust I	200,936,604
	Vanguard Target Retirement 2030 Trust I	337,482,625
	Vanguard Target Retirement 2035 Trust I	314,283,257
	Vanguard Target Retirement 2040 Trust I	285,896,133
	Vanguard Target Retirement 2045 Trust I	272,857,683
	Vanguard Target Retirement 2050 Trust I	244,052,331
	Vanguard Target Retirement 2055 Trust I	167,419,948
	Vanguard Target Retirement 2060 Trust I	80,418,595
	Vanguard Target Retirement 2065 Trust I	25,466,269
	Vanguard Target Retirement 2070 Trust I	2,172,664
	Vanguard Target Inc	39,551,531
	Total Common and Collective Trusts	2,788,362,663
	Investments, at contract value:	
	Prudential Guaranteed Income	76,424,024
	Total Investments, at contract value	76,424,024
	Total investments, excluding participant loans	3,004,401,693
*	Loans to participants – interest rates ranging from 4.25% to 9.50%, maturing no later than November 29, 2039.	55,361,722
	Total	\$ 3,059,763,415
*	Indicates party in interest	

This supplemental schedule lists assets held for investment purposes at December 31, 2024 as required by the Department of Labor's Rules and Regulations for Reporting and Disclosure.

See accompanying independent auditors' report.



BAYCARE HEALTH SYSTEM RETIREMENT PLAN

Financial Statements and Supplemental Schedule

December 31, 2024 and 2023

(With Independent Auditors' Report Thereon)

BAYCARE HEALTH SYSTEM RETIREMENT PLAN

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Supplemental Schedule	
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KPMG LLP
Suite 1700
100 North Tampa Street
Tampa, FL 33602-5145

Independent Auditors' Report

To the Plan Participants and Plan Administrator
BayCare Health System Retirement Plan:

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

We have performed audits of the financial statements of BayCare Health System Retirement 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 December 31, 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 audits need not extend to any statements or information related to assets held for investment of the Plan (investment information) by a bank or similar institution or insurance carrier that is regulated, supervised, and subject to periodic examination by a state or federal agency, provided that the statements or information regarding assets so held are prepared and certified to by the bank or similar institution or insurance carrier in accordance with 29 CFR 2520.103-5 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA (qualified institution).

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

Opinion

In our opinion, based on our audits and on the procedures performed as described in the Auditors' 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 U.S. generally accepted accounting principles.
- The information in the accompanying financial statements related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the Auditors' 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 U.S. generally accepted accounting principles, 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 available to be issued.

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

Auditors' 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 auditors' 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 U.S. generally accepted accounting principles.



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 U.S. generally accepted accounting principles.

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

Supplemental Schedule Required by ERISA

The supplemental Schedule H, line 4i - Schedule of Assets (Held at End of Year) as of December 31, 2024 is presented for purposes of additional analysis and is not a required part of the financial statements but is 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 schedule, other than that agreed to or derived from the certified investment information, has been subjected to the 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 schedule 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 schedule, we evaluated whether the supplemental schedule, other than the information agreed to or derived from the certified investment information, including its form and content, is 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 schedule, other than the information in the supplemental schedule that agreed to or is derived from the certified investment information, is 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 schedule related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

KPMG LLP

Tampa, Florida
August 22, 2025

BAYCARE HEALTH SYSTEM RETIREMENT PLAN

Statements of Net Assets Available for Benefits

December 31, 2024 and 2023

	<u>2024</u>	<u>2023</u>
Assets:		
Investments, at fair value:		
Common and collective trusts	\$ 2,788,362,663	2,056,367,655
Mutual funds	<u>139,615,006</u>	<u>442,429,634</u>
Total investments, at fair value	2,927,977,669	2,498,797,289
Investments, at contract value	76,424,024	79,995,460
Notes receivable from participants	55,361,722	47,314,758
Employer contribution receivable	<u>53,368,628</u>	<u>48,291,479</u>
Net assets available for benefits	<u>\$ 3,113,132,043</u>	<u>2,674,398,986</u>

See accompanying notes to financial statements.

BAYCARE HEALTH SYSTEM RETIREMENT PLAN

Statements of Changes in Net Assets Available for Benefits

Years ended December 31, 2024 and 2023

	2024	2023
Investment income:		
Net appreciation in fair value of investments	\$ 381,730,258	401,846,926
Interest and dividend income	16,130,307	17,051,467
Total investment income	<u>397,860,565</u>	<u>418,898,393</u>
Contributions:		
Employee	195,037,173	178,267,337
Employer	94,692,185	87,681,779
Rollovers	34,384,225	19,841,998
Total contributions	<u>324,113,583</u>	<u>285,791,114</u>
Deductions from net assets attributed to:		
Benefits paid to participants	281,614,410	189,877,504
Administrative expense	1,626,681	1,639,702
Total deductions from net assets	<u>283,241,091</u>	<u>191,517,206</u>
Net increase	438,733,057	513,172,301
Net assets available for benefits, beginning of year	<u>2,674,398,986</u>	<u>2,161,226,685</u>
Net assets available for benefits, end of year	<u>\$ 3,113,132,043</u>	<u>2,674,398,986</u>

See accompanying notes to financial statements.

BAYCARE HEALTH SYSTEM RETIREMENT PLAN

Financial Statements and Supplemental Schedule

December 31, 2024 and 2023

(1) Description of Plan

The following description of the BayCare Health System Retirement Plan (the Plan) is provided for general information purposes only. Participants should refer to the plan document for a more complete description of the Plan's provisions. The BayCare Retirement Committee (the Retirement Committee) is responsible for the oversight of the Plan. The Plan's investment advisor determines the appropriateness of the Plan's investment offerings, monitors investment performance and reports to the Retirement Committee.

(a) General

The Plan is a 401(k) profit sharing plan established on October 1, 2001 through the merger of the Morton Plant Mease Health Care 401(k) Plan, the Morton Plant Mease Health Care Retirement Plan, the St. Anthony's Savings Plan, the St. Joseph's Diagnostic Center 401(k) Savings Plan, the St. Joseph's Same-Day Surgery Center 401(k) Savings Plan, and the Money Purchase Retirement Plan for Employees of South Florida Baptist Hospital (the Merged Plans). Any employee who was a participant in the Merged Plans became a participant in the Plan as of the effective date. All other employees of BayCare Health System, Inc. (the Employer) became eligible to participate in the Plan immediately. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974, as amended (ERISA).

(b) Contributions

The Plan allows for both elective and nonelective contributions. Participants may make elective contributions to the Plan, limited to \$23,000 in 2024 and \$22,500 in 2023. Participants who have reached age 50 or will reach age 50 during the calendar year may elect to contribute up to the IRS maximum of \$30,500 to the Plan in 2024 and \$30,000 in 2023.

These elective contributions are matched by the Employer equal to 50% of the first 6% of the employees' eligible plan compensation. To be eligible to receive the quarterly matching contribution, a participant must be employed on the last day of the plan year, or if retired during the year, a participant must have attained normal retirement age of 65 to receive the quarterly matching contribution.

In addition, the Employer shall contribute to the Plan a nonelective contribution equal to 2% of participant's eligible plan compensation for the year. Participants must complete a year of service and be age 18 to meet initial eligibility. Upon meeting eligibility, participants must be employed on the last day of the plan year to receive this annual contribution, or if retired during the year, a participant must have attained normal retirement age of 65 to receive the annual core contribution.

Newly hired and rehired team members are automatically enrolled with a 3% deferral unless they elect to opt out. In addition, team members who are contributing 0% will be increased to 3%, and team members contributing 1% to 9% of eligible compensation will be automatically increased with a 1% deferral increase each year up to a total of 10% deferral, unless they elect to opt out of this increase each year. If a participant fails to make an investment election, their contribution and any employer contribution is allocated based on a default allocation as described in the plan document. Participants may change their investment election at any time.

BAYCARE HEALTH SYSTEM RETIREMENT PLAN

Financial Statements and Supplemental Schedule

December 31, 2024 and 2023

(c) Participant Accounts

Each participant's account is credited with the participant's contributions and allocations of (a) the employer's contributions and (b) plan earnings. The benefit to which a participant is entitled is the vested benefit that is in the participant's account. Participants are charged an annual administrative fee to maintain their account and may be charged other administrative fees for certain transactions.

(d) Vesting

Participants are immediately vested in their contributions plus earnings. Vesting in the employer's matching contribution and any earnings is graduated at 20% for each year of service during which a participant works at least 1000 hours up to 100%. Vesting in the employer's nonelective contribution and earnings thereon for plan years prior to 2007 is 100% after 5 years of service during which the participant has worked at least 1000 hours in each year. Vesting for employer's nonelective contributions and earnings thereon for the plan year 2007 and thereafter is graduated at 20% for each of the service years during which a participant works or has worked at least 1000 hours up to 100%. Vesting in the employer's match and discretionary contribution portion that was transferred from the Money Purchase Retirement Plan for Employees of South Florida Baptist Hospital is graduated at 20% after three years of service and 20% thereafter per full year of service up to 100% after seven years of service.

Starting on October 31, 2017, participants determined to be totally and permanently disabled by the social security administration will become 100% vested in the Plan.

(e) Notes Receivable from Participants

Participants may borrow from their fund accounts a minimum of \$1,000 up to a maximum equal to the lesser of \$50,000 or 50% of their vested account balance. Loan terms range from 1 to 5 years or up to 15 years for the purchase of a primary residence. The loans are secured by the balance in the participant's account and bear interest at a rate commensurate with local prevailing rates as determined monthly by the plan administrator (4.25 to 9.50% as of December 31, 2024 and 2023). Principal and interest are paid ratably through biweekly payroll deductions. Notes receivable from participants are measured at their unpaid principal balance plus any accrued but unpaid interest.

(f) Payment of Benefits

A participant who terminates employment as a result of retirement, total and permanent disability, or death shall be entitled to receive 100% of his or her account balance. A participant who terminates employment for any other reason shall be entitled to receive 100% of his or her account balance, excluding matching and nonelective contributions. Matching and nonelective contributions made by the employer shall be available for distribution in accordance with the vesting requirements outlined in the plan document.

(g) Forfeitures

As of December 31, 2024 and 2023, the forfeited nonvested account balance totaled \$1,656,670 and \$1,533,945, respectively. The Plan allows for these amounts to be used to reduce administrative expenses and employer contributions. In 2024 and 2023, administrative expenses were reduced by \$275,159 and \$233,049, respectively. In 2024 and 2023, employer contributions were reduced by \$4,427,063 and \$2,741,060, respectively.

BAYCARE HEALTH SYSTEM RETIREMENT PLAN

Financial Statements and Supplemental Schedule

December 31, 2024 and 2023

(2) Summary of Significant Accounting Policies

(a) Basis of Accounting

The financial statements of the Plan are prepared using the accrual method of accounting except for benefit payments, which are reported on a cash basis in accordance with U.S. generally accepted accounting principles.

(b) Investment Valuation and Income Recognition

The Plan's investments are stated at fair value as determined by Fidelity Management Trust Company, the trustee, based on quoted current market prices of the underlying assets. The shares of registered investment companies (mutual funds) are valued at quoted market prices, which represent the net asset value of shares held by the mutual fund at year-end. Common and collective trust funds are reported at readily determinable fair value using net asset value per share (or its equivalent).

Investments held by a defined contribution plan are required to be reported at fair value, except fully benefit-responsive investment contracts. Contract value is the relevant measurement attribute for that portion of the net assets available for benefits of a defined contribution plan attributable to fully benefit-responsive investment contracts because contract value is the amount participants would receive if they were to initiate permitted transactions under the terms of the Plan. The Prudential Guaranteed Income fund is considered fully benefit responsive.

Net appreciation (depreciation) in fair value of investments includes realized gains and losses on investments bought and sold and the changes in appreciation (depreciation) from one period to the next. Purchases and sales of investments are recorded on a trade-date basis. Interest income is recorded on the accrual basis. Dividends are recorded on the ex-dividend date and are reinvested and recorded as net appreciation in fair value of investments.

(c) Use of Estimates

The preparation of financial statements in conformity with U.S. generally accepted accounting principles requires management to make estimates and assumptions that affect the reported amounts of net assets available for benefits at the date of the financial statements and the reported amounts of additions to and deductions from those net assets during the reporting period, and disclosure of contingent assets and liabilities. Actual results could differ from those estimates.

(d) Administrative Expenses

Certain administrative costs of the Plan may be paid out of the assets of the Plan or by the Sponsor. Administrative costs charged to the Plan are made up of advisory service fees, loan-processing fees, and general administrative fees for ongoing operations of the Plan.

(e) Payment of Benefits

Benefits are recorded when paid.

(3) Financial Information Certified by the Trustee

The plan administrator has elected the method of annual reporting compliance, as permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure

BAYCARE HEALTH SYSTEM RETIREMENT PLAN

Financial Statements and Supplemental Schedule

December 31, 2024 and 2023

under ERISA. Accordingly, the trustee, Fidelity Management Trust Company has certified that the following data included in the accompanying financial statements and supplemental schedule is complete and accurate:

- Investments, as shown in the statements of net assets available for benefits as of December 31, 2024 and 2023 and related notes to the financial statements (excluding level designations in note 8).
- Investment activity, as shown in the statements of changes in net assets available for benefits for the years ended December 31, 2024 and 2023 and related notes to the financial statements.
- The schedule of assets (held at end of year) as of December 31, 2024, as shown in the supplemental schedule.
- Notes receivable from participants, as shown in the statements of net assets available for benefits as of December 31, 2024 and 2023.

As permitted under such election, the plan administrator instructed the Plan's independent auditors not to perform any audit procedures with respect to the investment information certified by the trustee of the Plan, except for comparing such information included in the Plan's financial statements and supplemental schedule.

(4) Income Tax Status

The Plan was amended and restated effective January 1, 2015. Subsequently, the Plan received a determination letter from the Internal Revenue Service dated May 5, 2016 stating that the Plan's design is qualified under Section 401(a) of the Internal Revenue Code (the Code), and therefore, the related trust is exempt from taxation. Once qualified, the Plan is required to operate in conformity with the Code to maintain its qualification. The plan administrator believes the Plan is being operated in compliance with the applicable requirements of the Code, and therefore, believes that the Plan is qualified and the related trust is tax exempt.

U.S. generally accepted accounting principles requires the plan administrator 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 Internal Revenue Service. The plan administrator has analyzed the tax positions taken by the Plan, and has concluded that as of December 31, 2024 and 2023, there are no uncertain positions taken or expected to be taken that would require recognition of a liability (or asset) or disclosure in the financial statements. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress. The plan administrator believes it is no longer subject to income tax examinations for years prior to 2018.

(5) Parties in Interest

Section 3(14) of ERISA defines a party in interest to include, among others, fiduciaries or employees of the Plan, any person who provides services to the Plan, or an employer whose employees are covered by the Plan. Accordingly, the contributions of the Plan sponsor are considered party-in-interest transactions.

Certain plan investments are shares of mutual funds and funds managed by the trustee of the Plan; therefore, these transactions qualify as party-in-interest transactions. Fees paid by the Plan for investment management services amounted to approximately \$1,627,000 and \$1,640,000 for the years ended December 31, 2024 and 2023, respectively. Additionally, approximately \$17,700 and \$12,800 was paid to

BAYCARE HEALTH SYSTEM RETIREMENT PLAN

Financial Statements and Supplemental Schedule

December 31, 2024 and 2023

Hill Ward and Henderson, for legal services, for the years ended December 31, 2024 and 2023, respectively.

(6) Plan Termination

Although it has not expressed any intent to do so, the Employer has the right under the Plan to discontinue its contributions at any time and to terminate the Plan subject to the provisions of ERISA. In the event of Plan termination, all amounts credited to the participants' accounts become 100% vested.

(7) Risks and Uncertainties

The Plan invests in various securities. Investment securities are exposed to various risks such as interest rate, disruptions in the financial markets, and credit risks. Due to the level of risk associated with certain investment securities, it is reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect participant's account balances and the amounts reported in the statements of net assets available for benefits.

(8) Fair Value Measurements

Fair value is the exit price that would be received to sell an asset or paid to transfer a liability in the principal or most advantageous market in an orderly transaction between market participants on the measurement date. Fair value guidance requires investments to be grouped into three categories based on certain criteria as noted below:

Level 1 Fair value is determined by using quoted prices for identical assets or liabilities in active markets.

Level 2 Fair value is determined by using other than quoted prices that are observable for the asset or liability (e.g., quoted prices for identical assets or liabilities in inactive markets, quoted prices for similar assets or liabilities in active markets, observable inputs other than quoted prices, and inputs derived principally from or corroborated by observable market data by correlation or other means).

Level 3 Fair value is determined by using inputs based on management assumptions that are not directly observable.

Following is a description of the valuation methodologies used for assets measured at fair value. There have been no changes in the methodologies used at December 31, 2024 and 2023.

Mutual funds: Valued at the daily closing price as reported by the fund. Mutual funds held by the Plan are open-end mutual funds that are registered with the U.S. Securities and Exchange Commission. These funds are required to publish their daily net asset value and to transact at that price. The mutual funds held by the Plan are deemed to be actively traded.

Common and collective trusts: Valued based upon the redemption price of units held by the Plan, which is based on the current fair value of the common and collective trust funds' underlying assets. Unit values are determined by the financial institution sponsoring such funds by dividing the fund's net assets at fair value by its units outstanding at the valuation dates. The Plan holds the right to liquidate its positions in these common and collective trust funds at any time, subject to a reasonable notification period. No unfunded commitments existed with respect to these common and collective trust funds at December 31, 2024 and 2023.

BAYCARE HEALTH SYSTEM RETIREMENT PLAN

Financial Statements and Supplemental Schedule

December 31, 2024 and 2023

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

Assets are classified in their entirety based on the lowest level of input that is significant to the fair value measurements. The following tables set forth by level within the fair value hierarchy the inputs used to value the investment assets measured at fair value as of December 31, 2024 and 2023:

	December 31, 2024	Fair value measurements at reporting date using	
		Level 1	Level 2
Common and collective trusts	\$ 2,788,362,663	—	2,788,362,663
Mutual funds	139,615,006	139,615,006	—
	<u>\$ 2,927,977,669</u>	<u>139,615,006</u>	<u>2,788,362,663</u>

	December 31, 2023	Fair value measurements at reporting date using	
		Level 1	Level 2
Common and collective trusts	\$ 2,056,367,655	—	2,056,367,655
Mutual funds	442,429,634	442,429,634	—
	<u>\$ 2,498,797,289</u>	<u>442,429,634</u>	<u>2,056,367,655</u>

(9) Prudential Annuity Contract

The Plan holds an investment contract with Prudential Retirement Insurance and Annuity Company (Prudential) which meets the fully benefit-responsive investment contract criteria and therefore is reported at contract value. Contract value represents contributions made, plus earnings, less participant withdrawals, and administrative expenses.

The objective of the fixed annuity contract is to provide a guaranteed rate of return that protects participants against the volatility of an uninsured bond fund. The guarantee is backed by the claims-paying ability of Prudential.

The contract permits transfers at a rate of 25% of assets annually. Any transfers back to the contract are subject to new crediting interest rates.

BAYCARE HEALTH SYSTEM RETIREMENT PLAN

Financial Statements and Supplemental Schedule

December 31, 2024 and 2023

Prudential announces a guaranteed interest rate semi-annually, effective January 1 and July 1, and that rate is guaranteed against change during each six month period. For the six months ended June 30, 2023 the guaranteed rate was 1.9% and for the six months ended December 31, 2023 the guaranteed rate was 2.25%. For the six months ended June 30, 2024 the guaranteed rate was 2.75% and for the six months ended December 31, 2024 the guaranteed rate was 2.90%. The announced rate will always be greater than or equal to 1.50%. The announced rate is stated on an annual basis.

The Plan's ability to receive amounts due in accordance with fully benefit-responsive investment contracts is dependent upon the third-party issuer's ability to meet its financial obligations. The issuer's ability to meet its contractual obligations may be affected by future economic and regulatory events. Certain events might limit the ability of the Plan to transact at contract value with the contract issuer. These events may be different under each contract. Examples of such events include the following:

1. Premature terminations of the contract.
2. Plan termination.
3. Bankruptcy of the plan sponsor or other plan sponsor events that significantly affect the Plan's operations.
4. Amendments to the plan documents (including complete or partial plan termination or merger with another plan).

No events are probable of occurring that might limit the ability of the Plan to transact at contract value with contract issuers and that would also limit the ability of the Plan to transact at contract value with the participants.

In addition, certain events allow the issuer to terminate the contract with the Plan and settle at an amount different than contract value. Examples of such events include the following:

1. An uncured violation of the Plan's investment guidelines.
2. A breach of material obligation under the contract.
3. A material misrepresentation.
4. A material amendment to the agreements without the consent of the issuer.

The contract value of the Prudential Group Annuity Contract at December 31, 2024 and 2023 was \$76,424,024 and \$79,995,460, respectively.

BAYCARE HEALTH SYSTEM RETIREMENT PLAN

Financial Statements and Supplemental Schedule

December 31, 2024 and 2023

(10) Subsequent Events

The plan administrator has evaluated events and transactions occurring subsequent to December 31, 2024 as of August 22, 2025, the date the financial statements were available for issuance. The plan administrator believes that no material events have occurred since December 31, 2024 that require recognition or disclosure in the financial statements.

BAYCARE HEALTH SYSTEM RETIREMENT PLAN

EIN: 59-2796965 Plan No.: 101

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

December 31, 2024

(a)	(b) Identity of issuer, borrower, lessor, or similar party	(c) Current value
	Mutual Funds:	
	T. Rowe Price QM Small Cap	\$ 25,946,125
	Mass Mutual Select Mid Cap Growth Fund Class 1	11,547,950
	American Funds EuroPacific Growth Fund Class R6	24,322,827
	Dodge and Cox Income	38,645,852
*	Fidelity US Bond Index Institutional Class	26,176,140
	VAN EM MKT ST IDX IS	5,624,993
	VICTORY S SMCO OP R6	7,351,119
	Total Mutual Funds	139,615,006
	Common and Collective Trusts:	
*	Fidelity Blue Chip Growth Commingled Pool	357,724,253
	MFS Mid Cap Value Fund Class R6	71,254,124
	MFS Value Fund Class R6	35,074,021
	SP 500 INDEX PL CL C	205,187,076
	SP EXT MKT IDX CL C	29,873,827
	SP INTL INDEX C	18,816,483
	Vanguard Target Retirement 2020 Trust I	99,895,239
	Vanguard Target Retirement 2025 Trust I	200,936,604
	Vanguard Target Retirement 2030 Trust I	337,482,625
	Vanguard Target Retirement 2035 Trust I	314,283,257
	Vanguard Target Retirement 2040 Trust I	285,896,133
	Vanguard Target Retirement 2045 Trust I	272,857,683
	Vanguard Target Retirement 2050 Trust I	244,052,331
	Vanguard Target Retirement 2055 Trust I	167,419,948
	Vanguard Target Retirement 2060 Trust I	80,418,595
	Vanguard Target Retirement 2065 Trust I	25,466,269
	Vanguard Target Retirement 2070 Trust I	2,172,664
	Vanguard Target Inc	39,551,531
	Total Common and Collective Trusts	2,788,362,663
	Investments, at contract value:	
	Prudential Guaranteed Income	76,424,024
	Total Investments, at contract value	76,424,024
	Total investments, excluding participant loans	3,004,401,693
*	Loans to participants – interest rates ranging from 4.25% to 9.50%, maturing no later than November 29, 2039.	55,361,722
	Total	\$ 3,059,763,415
*	Indicates party in interest	

This supplemental schedule lists assets held for investment purposes at December 31, 2024 as required by the Department of Labor's Rules and Regulations for Reporting and Disclosure.

See accompanying independent auditors' report.