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

Part I Annual Report Identification Information

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

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

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

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

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

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

Part II Basic Plan Information—enter all requested information

1a Name of plan
HORACE MANN 401K PLAN

1b Three-digit plan number (PN) ▶ 004

1c Effective date of plan
08/29/1989

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

1 HORACE MANN PLAZA
SPRINGFIELD, IL 62701-1324

2b Employer Identification Number (EIN)
37-0972590

2c Plan Sponsor's telephone number
217-789-2500

2d Business code (see instructions)
525100

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.	09/11/2025	AMY HAMEL ON BEHALF OF HMSC
	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

HORACE MANN SERVICE CORPORATION

1 HORACE MANN PLAZA
SPRINGFIELD, IL 62701-1324

3b Administrator's EIN
64-1459092

3c Administrator's telephone number
217-789-2500

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**	2456
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)**	
a(2)	Total number of active participants at the end of the plan year	**6a(2)**	1785
b	Retired or separated participants receiving benefits	**6b**	33
c	Other retired or separated participants entitled to future benefits	**6c**	612
d	Subtotal. Add lines **6a(2)**, **6b**, and **6c**.	**6d**	2430
e	Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.	**6e**	26
f	Total. Add lines **6d** and **6e**.	**6f**	2456
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)**	2456
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)**	2456
h	Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested	**6h**	228
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:

2J 2S 2T

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

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

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

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

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

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

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

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

11c Enter the Receipt Confirmation Code for the 2024 Form M-1 annual report. If the plan was not required to file the 2024 Form M-1 annual report, enter the Receipt Confirmation Code for the most recent Form M-1 that was required to be filed under the Form M-1 filing requirements. (Failure to enter a valid Receipt Confirmation Code will subject the Form 5500 filing to rejection as incomplete.)

Receipt Confirmation Code______________________

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

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

A Name of plan HORACE MANN 401K PLAN	**B** Three-digit plan number (PN) ▶ 004
C Plan sponsor's name as shown on line 2a of Form 5500 HORACE MANN SERVICE CORPORATION	**D** Employer Identification Number (EIN) 37-0972590

Part I Service Provider Information (see instructions)

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

1 Information on Persons Receiving Only Eligible Indirect Compensation

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

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

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

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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)

TRANSAMERICA RETIREMENT SOLUTIONS

13-3689044

(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?
12 15 28 37 38 50 54 59 61 62 63 64 65	RECORDKEEPER	157589	Yes [X] No [ ]	Yes [X] No [ ]		Yes [ ] No [X]

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

MERCER

13-2834414

(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	NONE	98392	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

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

EDELMAN FINANCIAL SERVICES, LLC

47-5324976

(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?
51	ADVISOR	51967	Yes [ ] No [X]	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)

NORTHERN TRUST COMPANY

36-1561860

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
21 33 71	ADVISOR	39619	Yes [X] No [ ]	Yes [ ] No [ ]		Yes [ ] No [ ]

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

KERBER, ECK & BRAEKEL, LLP

61-1870262

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
10	ACCOUNTING	35000	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

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

SRN DENTONS

36-1796730

(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?
29	LEGAL	2710	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

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

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

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

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

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

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

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

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

Part II Service Providers Who Fail or Refuse to Provide Information

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

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

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

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

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

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

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

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

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

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

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

A Name of plan
HORACE MANN 401K PLAN

B Three-digit plan number (PN) ▶ 004

C Plan or DFE sponsor's name as shown on line 2a of Form 5500
HORACE MANN SERVICE CORPORATION

D Employer Identification Number (EIN)
37-0972590

Part I Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs)
(Complete as many entries as needed to report all interests in DFEs)

a Name of MTIA, CCT, PSA, or 103-12 IE: GOLDMAN SACHS STABLE VALUE COLL TR
b Name of sponsor of entity listed in (a): GOLDMAN SACHS
c EIN-PN 13-4166989-025 | **d** Entity code C | **e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 25232372

a Name of MTIA, CCT, PSA, or 103-12 IE: PRUDENTIAL CORE PLUS BOND FUND
b Name of sponsor of entity listed in (a): PRUDENTIAL3588427
c EIN-PN 23-6994310-165 | **d** Entity code C | **e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 5300884

a Name of MTIA, CCT, PSA, or 103-12 IE: WTC CIF II SMID CAP RESEARCH EQUITY
b Name of sponsor of entity listed in (a): WELLINGTON
c EIN-PN 04-6913417-151 | **d** Entity code C | **e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 12325426

a Name of MTIA, CCT, PSA, or 103-12 IE: STATE STREET TARGET RETIREMENT INC
b Name of sponsor of entity listed in (a): STATE STREET
c EIN-PN 90-0337987-326 | **d** Entity code C | **e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 3031851

a Name of MTIA, CCT, PSA, or 103-12 IE: STATE STREET TARGET RETIREMENT 2020
b Name of sponsor of entity listed in (a): STATE STREET
c EIN-PN 90-0337987-314 | **d** Entity code C | **e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 2350322

a Name of MTIA, CCT, PSA, or 103-12 IE: STATE STREET TARGET RETIREMENT 2025
b Name of sponsor of entity listed in (a): STATE STREET
c EIN-PN 90-0337987-315 | **d** Entity code C | **e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 10931638

a Name of MTIA, CCT, PSA, or 103-12 IE: STATE STREET TARGET RETIREMENT 2030
b Name of sponsor of entity listed in (a): STATE STREET
c EIN-PN 90-0337987-316 | **d** Entity code C | **e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 20915024

a Name of MTIA, CCT, PSA, or 103-12 IE: STATE STREET TARGET RETIREMENT 2035

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

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)
90-0337987-317	C	22480984

a Name of MTIA, CCT, PSA, or 103-12 IE: STATE STREET TARGET RETIREMENT 2040

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

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)
90-0337987-318	C	14685463

a Name of MTIA, CCT, PSA, or 103-12 IE: STATE STREET TARGET RETIREMENT 2045

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

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)
90-0337987-319	C	16929672

a Name of MTIA, CCT, PSA, or 103-12 IE: STATE STREET TARGET RETIREMENT 2050

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

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)
90-0337987-320	C	10701655

a Name of MTIA, CCT, PSA, or 103-12 IE: STATE STREET TARGET RETIREMENT 2055

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

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)
90-0337987-325	C	9644705

a Name of MTIA, CCT, PSA, or 103-12 IE: STATE STREET TARGET RETIREMENT 2060

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

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)
90-0337987-454	C	5563986

a Name of MTIA, CCT, PSA, or 103-12 IE: STATE STREET TARGET RETIREMENT 2065

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

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)
90-0337987-049	C	1334331

a Name of MTIA, CCT, PSA, or 103-12 IE: STATE STREET U.S. BOND INDEX CLASS

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

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)
90-0337987-477	C	6166982

a Name of MTIA, CCT, PSA, or 103-12 IE: STATE STREET S & P 500 INDEX CLASS

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

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)
04-0025081-078	C	39499089

a Name of MTIA, CCT, PSA, or 103-12 IE: STATE STREET RUSSELL SMALL / MID CA

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

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)
32-6528132-019	C	12951778

a Name of MTIA, CCT, PSA, or 103-12 IE: WTC II INTL OPP S4 PORTFOLIO		
b Name of sponsor of entity listed in (a): WELLINGTON		
c EIN-PN 04-6913417-199	**d** Entity code C	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 3004529
a Name of MTIA, CCT, PSA, or 103-12 IE: STATE STREET GLOBAL ALL CAP		
b Name of sponsor of entity listed in (a): STATE STREET		
c EIN-PN 90-0337987-444	**d** Entity code C	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 9919615
a Name of MTIA, CCT, PSA, or 103-12 IE: JPMCB U.S. ACTIVE CORE EQUITY CF		
b Name of sponsor of entity listed in (a): JP MORGAN		
c EIN-PN 13-4043928-001	**d** Entity code C	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 26623630
a Name of MTIA, CCT, PSA, or 103-12 IE:		
b Name of sponsor of entity listed in (a):		
c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
a Name of MTIA, CCT, PSA, or 103-12 IE:		
b Name of sponsor of entity listed in (a):		
c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
a Name of MTIA, CCT, PSA, or 103-12 IE:		
b Name of sponsor of entity listed in (a):		
c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
a Name of MTIA, CCT, PSA, or 103-12 IE:		
b Name of sponsor of entity listed in (a):		
c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
a Name of MTIA, CCT, PSA, or 103-12 IE:		
b Name of sponsor of entity listed in (a):		
c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
a Name of MTIA, CCT, PSA, or 103-12 IE:		
b Name of sponsor of entity listed in (a):		
c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
a Name of MTIA, CCT, PSA, or 103-12 IE:		
b Name of sponsor of entity listed in (a):		
c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

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

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

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

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b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

SCHEDULE H (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Financial Information

This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code).

▶ **File as an attachment to Form 5500.**

OMB No. 1210-0110

2024

This Form is Open to Public Inspection

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

A Name of plan
HORACE MANN 401K PLAN

B Three-digit plan number (PN) ▶ 004

C Plan sponsor's name as shown on line 2a of Form 5500
HORACE MANN SERVICE CORPORATION

D Employer Identification Number (EIN)
37-0972590

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		
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)	357088	444605
(2) Participant contributions	1b(2)		
(3) Other	1b(3)	67175	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)		
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)		
(B) All other	1c(3)(B)		
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)		
(B) Common	1c(4)(B)		
(5) Partnership/joint venture interests	1c(5)		
(6) Real estate (other than employer real property)	1c(6)		
(7) Loans (other than to participants)	1c(7)		
(8) Participant loans	1c(8)	3196754	3428993
(9) Value of interest in common/collective trusts	1c(9)	239853599	259593936
(10) Value of interest in pooled separate accounts	1c(10)		
(11) Value of interest in master trust investment accounts	1c(11)		
(12) Value of interest in 103-12 investment entities	1c(12)		
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)	1338762	1325062
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)		
(15) Other	1c(15)		

		(a) Beginning of Year	(b) End of Year
1d Employer-related investments:			
(1) Employer securities	1d(1)	1000618	1138056
(2) Employer real property	1d(2)		
e Buildings and other property used in plan operation	1e		
f Total assets (add all amounts in lines 1a through 1e)	1f	245813996	265930652
Liabilities			
g Benefit claims payable	1g		
h Operating payables	1h		
i Acquisition indebtedness	1i		
j Other liabilities	1j	173222	95606
k Total liabilities (add all amounts in lines 1g through1j)	1k	173222	95606
Net Assets			
l Net assets (subtract line 1k from line 1f)	1l	245640774	265835046

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)	10473910	
(B) Participants	2a(1)(B)	11913546	
(C) Others (including rollovers)	2a(1)(C)	1216563	
(2) Noncash contributions	2a(2)		
(3) Total contributions. Add lines **2a(1)(A), (B), (C),** and line **2a(2)**	2a(3)		23604019
b **Earnings on investments:**			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)		
(B) U.S. Government securities	2b(1)(B)		
(C) Corporate debt instruments	2b(1)(C)		
(D) Loans (other than to participants)	2b(1)(D)		
(E) Participant loans	2b(1)(E)	225951	
(F) Other	2b(1)(F)		
(G) Total interest. Add lines **2b(1)(A)** through **(F)**	2b(1)(G)		225951
(2) Dividends: **(A)** Preferred stock	2b(2)(A)		
(B) Common stock	2b(2)(B)	39811	
(C) Registered investment company shares (e.g. mutual funds)	2b(2)(C)	49815	
(D) Total dividends. Add lines **2b(2)(A)**, **(B)**, and **(C)**	2b(2)(D)		89626
(3) Rents	2b(3)		
(4) Net gain (loss) on sale of assets: **(A)** Aggregate proceeds	2b(4)(A)	132762	
(B) Aggregate carrying amount (see instructions)	2b(4)(B)	127347	
(C) Subtract line **2b(4)(B)** from line **2b(4)(A)** and enter result	2b(4)(C)		5415
(5) Unrealized appreciation (depreciation) of assets: **(A)** Real estate	2b(5)(A)		
(B) Other	2b(5)(B)	200180	
(C) Total unrealized appreciation of assets. Add lines **2b(5)(A)** and **(B)**	2b(5)(C)		200180

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts	2b(6)		30731898
(7) Net investment gain (loss) from pooled separate accounts	2b(7)		
(8) Net investment gain (loss) from master trust investment accounts	2b(8)		
(9) Net investment gain (loss) from 103-12 investment entities	2b(9)		
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		23260
c Other income	2c		
d Total income. Add all **income** amounts in column (b) and enter total	2d		54880349

Expenses

e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	34110153	
(2) To insurance carriers for the provision of benefits	2e(2)		
(3) Other	2e(3)		
(4) Total benefit payments. Add lines **2e(1)** through **(3)**	2e(4)		34110153
f Corrective distributions (see instructions)	2f		
g Certain deemed distributions of participant loans (see instructions)	2g		283350
h Interest expense	2h		
i Administrative expenses:			
(1) Salaries and allowances	2i(1)		
(2) Contract administrator fees	2i(2)	158463	
(3) Recordkeeping fees	2i(3)		
(4) IQPA audit fees	2i(4)	35000	
(5) Investment advisory and investment management fees	2i(5)	98392	
(6) Bank or trust company trustee/custodial fees	2i(6)		
(7) Actuarial fees	2i(7)		
(8) Legal fees	2i(8)	2710	
(9) Valuation/appraisal fees	2i(9)		
(10) Other trustee fees and expenses	2i(10)		
(11) Other expenses	2i(11)	-1991	
(12) Total administrative expenses. Add lines **2i(1)** through **(11)**	2i(12)		292574
j Total expenses. Add all **expense** amounts in column (b) and enter total	2j		34686077

Net Income and Reconciliation

k Net income (loss). Subtract line **2j** from line **2d**	2k		20194272
l Transfers of assets:			
(1) To this plan	2l(1)		
(2) From this plan	2l(2)		

Part III Accountant's Opinion

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

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

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

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

(1) [ ] 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: KERBER ECK & BRAECKEL LLP **(2)** EIN: 43-0352985

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

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

Part IV Compliance Questions

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

During the plan year:		Yes	No	Amount
a Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.)	**4a**		X	
b Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.)	**4b**		X	
c Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)	**4c**		X	
d Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)	**4d**		X	
e Was this plan covered by a fidelity bond?	**4e**	X		15000000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?	**4f**		X	
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?	**4g**		X	
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?	**4h**		X	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	**4i**	X		
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)	**4j**		X	
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?	**4k**		X	
l Has the plan failed to provide any benefit when due under the plan?	**4l**		X	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)	**4m**		X	
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.	**4n**		X	

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

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

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

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

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

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

SCHEDULE R (Form 5500)

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
HORACE MANN 401K PLAN

B Three-digit plan number (PN) ▶ 004

C Plan sponsor's name as shown on line 2a of Form 5500
HORACE MANN SERVICE CORPORATION

D Employer Identification Number (EIN)
37-0972590

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): ____________ ____________

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	320

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

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

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

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

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

6 a	Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived)	6a	
b	Enter the amount contributed by the employer to the plan for this plan year	6b	
c	Subtract the amount in line 6b from the amount in line 6a. Enter the result (enter a minus sign to the left of a negative amount)	6c	

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

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

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

Part III Amendments

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

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

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

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

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

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

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

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

a Name of contributing employer

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

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

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) ____________
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify):

a Name of contributing employer

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

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

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) ____________
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): ______________________________

a Name of contributing employer

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

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

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) ____________
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): ______________________________

a Name of contributing employer

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

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

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) ____________
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): ______________________________

a Name of contributing employer

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

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

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) ____________
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): ______________________________

a Name of contributing employer

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

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

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) ____________
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): ______________________________

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

☐ Yes.

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

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

☐ No. Other. Provide explanation.______________________________

Part VII IRS Compliance Questions

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

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

☐ Design-based safe harbor method

☐ "Prior year" ADP test

☐ "Current year" ADP test

☐ N/A

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

The Auditors' Communication to Those Charged with Governance

Horace Mann

Horace Mann 401(k) Plan

December 31, 2024

keb

Kerber, Eck & Braeckel LLP
3200 Robbins Road
Suite 200A
Springfield, IL 62704

P 217.789.0960
F 217.789.2822

Board of Directors
Horace Mann 401(k) Plan

We have conducted an ERISA Section 103(a)(3)(C) Audit of the Financial Statements of Horace Mann 401(k) Plan as of and for the year ended December 31, 2024, and have issued our report thereon dated July 10, 2025. Professional standards require that we advise you of the following matters relating to our audit.

Our Responsibility in Relation to the Financial Statement Audit

As communicated in our engagement letter dated May 9, 2025, our responsibility, as described by professional standards, is to conduct our audit 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 audit need not extend to any statements of information related to assets held for investment of the Plan (investment information) by a bank or similar institution or insurance carrier that is regulated, supervised, and subject to periodic examination by a state or federal agency, provided that the statements or information regarding assets so held are prepared and certified to by the bank or similar institution or insurance carrier in accordance with 29 CFR 2520.103-5 of the DOL's Rules and Regulations for Reporting and Disclosure under ERISA (qualified institution). 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 requirement of accounting principles generally accepted in the United States of America (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 GAAP.

Our responsibility, as prescribed by professional standards, is to plan and perform our audit to obtain reasonable, rather than absolute, assurance about whether the financial statements are free of material misstatement. An audit of financial statements includes consideration of internal control over financial reporting as a basis for designing 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 over financial reporting. Accordingly, as part of our audit, we considered the internal control of Horace Mann 401(k) Plan solely for the purpose of determining our audit procedures and not to provide any assurance concerning such internal control.

We are also responsible for communicating significant matters related to the audit that are, in our professional judgment, relevant to your responsibilities in overseeing the financial reporting process. However, we are not required to design procedures for the purpose of identifying other matters to communicate to you.

Planned Scope and Timing of the Audit
We conducted our audit consistent with the planned scope and timing we previously communicated to you.

Compliance with all Ethics Requirements Regarding Independence
The engagement team, others in our firm, as appropriate, and our firm have complied with all relevant ethical requirements regarding independence.

Specific Risks Identified
We identified the following significant risks:

- Management override of controls

These risks were addressed, and procedures were performed in order to ensure risks were mitigated.

Qualitative Aspects of the Plan's Significant Accounting Practices

Significant Accounting Policies
Management has the responsibility to select and use appropriate accounting policies. A summary of the significant accounting policies adopted by Horace Mann 401(k) Plan is included in Note 2 to the financial statements. There has been no initial selection of accounting policies and no changes in significant accounting policies or their application during 2024. No matters have come to our attention that would require us, under professional standards, to inform you about (1) the methods used to account for significant unusual transactions and (2) the effect of significant accounting policies in controversial or emerging areas for which there is a lack of authoritative guidance or consensus.

Significant Accounting Estimates and Related Disclosures
Accounting estimates and related disclosures are an integral part of the financial statements prepared by management and are based on management's current judgments. Those judgments are normally based on knowledge and experience about past and current events and assumptions about future events. Certain accounting estimates are particularly sensitive because of their significance to the financial statements and because of the possibility that future events affecting them may differ markedly from management's current judgments.

Financial Statement Disclosures
Certain financial statement disclosures involve significant judgment and are particularly sensitive because of their significance to financial statement users. The most sensitive disclosures affecting Horace Mann 401(k) Plan's Financial Statements relate to fair value measurements.

Form 5500 Procedures
We are required to obtain and read a substantially complete draft of Form 5500 prior to dating our auditors' report. The purpose of this procedure is to identify any material inconsistencies between the draft Form 5500 and the Plan's financial statements. We identified no material inconsistencies in performing and completing our audit.

Significant Difficulties Encountered during the Audit
We encountered no significant difficulties in dealing with management relating to the performance of the audit.

Uncorrected and Corrected Misstatements
For purposes of this communication, professional standards also require us to accumulate all known and likely misstatements identified during the audit, other than those that we believe are trivial, and communicate them to the appropriate level of management. Further, professional standards require us to also communicate the effect of uncorrected misstatements related to prior periods on the relevant classes of transactions, account balances or disclosures, and the financial statements as a whole. There were no uncorrected financial statement misstatements noted during the audit.

Disagreements with Management
For purposes of this letter, professional standards define a disagreement with management as a matter, whether or not resolved to our satisfaction, concerning a financial accounting, reporting, or auditing matter, which could be significant to Horace Mann 401(k) Plan's Financial Statements or the auditors' report. No such disagreements arose during the course of the audit.

Circumstances that Affect the Form and Content of the Auditors' Report
For purposes of this letter, professional standards require that we communicate any circumstances that affect the form and content of our auditors' report. No such circumstances were noted.

Representations Requested from Management
We have requested certain written representations from management, which are included in the attached letter dated July 10, 2025.

Management's Consultations with Other Accountants
In some cases, management may decide to consult with other accountants about auditing and accounting matters. Management informed us that, and to our knowledge, there were no consultations with other accountants regarding auditing and accounting matters.

Other Significant Matters, Findings, or Issues
In the normal course of our professional association with Horace Mann 401(k) Plan, we generally discuss a variety of matters, including the application of accounting principles and auditing standards, significant events or transactions that occurred during the year, business conditions affecting the plan, and business plans and strategies that may affect the risks of material misstatement. None of the matters discussed resulted in a condition to our retention as Horace Mann 401(k) Plan's auditors.

Other Matters
The ERISA-required supplemental schedule, other than that agreed to or derived from the certified investment information, was subjected to the audit 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.

Our responsibility also includes communicating to you any information which we believe is a material misstatement of fact. Nothing came to our attention that caused 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.

This report is intended solely for the information and use of the Board of Directors and management of Horace Mann 401(k) Plan, and is not intended to be, and should not be, used by anyone other than these specified parties.

Kerber, Eck & Braeckel LLP

Springfield, Illinois
July 10, 2025

Financial Statements
and
Supplemental Schedule

Horace Mann

Horace Mann 401(k) Plan

December 31, 2024 and 2023

(With Independent Auditors' Report Thereon)

EIN #37-0972590
Plan #004

Horace Mann 401(k) Plan

Financial Statements and Supplemental Schedule

Years ended December 31, 2024 and 2023

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Kerber, Eck & Braeckel LLP
3200 Robbins Road
Suite 200A
Springfield, IL 62704

P 217.789.0960
F 217.789.2822

Independent Auditors' Report

Horace Mann Pension Administrative Committee
Horace Mann 401(k) Plan

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

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

Management, having determined it is permissible in the circumstances, has elected to have the audits of Horace Mann 401(k) 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 qualified institutions as of December 31, 2024 and 2023, and for the year ended December 31, 2024, stating that the certified investment information, as described in Note 4 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 accounting principles generally accepted in the United States of America.

- The information in the accompanying financial statements related to assets held by and certified to by qualified institutions agree to, or are derived from, in all material respects, the information prepared and certified by institutions that management determined meet 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 Horace Mann 401(k) Plan and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our ERISA Section 103(a)(3)(C) audit opinion.

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

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about Horace Mann 401(k) Plan's ability to continue as a going concern for one year after the date that the financial statements are issued.

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

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 of the Financial Statements 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 Horace Mann 401(k) 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 Horace Mann 401(k) Plan's ability to continue as a going concern for a reasonable period of time.

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

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

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

Other Matters - Supplemental Schedule Required by ERISA

The supplemental 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 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).

Kerber, Eck + Braeckel LLP

Springfield, Illinois
July 10, 2025

Horace Mann 401(k) Plan

Statements of Net Assets Available for Benefits
December 31, 2024 and 2023

	2024	2023
Assets:		
Investments at fair value	$ 262,057,054	$ 242,192,979
Receivables:		
Employer contributions	444,605	357,088
Notes receivable from participants	3,465,555	3,225,483
Total receivables	3,910,160	3,582,571
Accrued interest	-	67,175
Total assets	265,967,214	245,842,725
Liabilities:		
Accrued administrative expenses	95,606	173,222
Net assets available for benefits	$ 265,871,608	$ 245,669,503

See accompanying notes to financial statements.

Horace Mann 401(k) Plan

Statement of Changes in Net Assets Available for Benefits
Year Ended December 31, 2024

Additions:	
Investment income:	
Net appreciation in fair value of investments	$ 30,220,748
Interest	46
Dividends	829,585
Total investment income	31,050,379
Interest income on notes receivable from participants	225,951
Contributions:	
Employer	10,473,910
Participants	11,913,546
Rollovers	1,216,563
Total contributions	23,604,019
Total additions	54,880,349
Deductions:	
Benefits paid to participants	34,385,670
Administrative expenses	292,574
Total deductions	34,678,244
Net increase	20,202,105
Net assets available for benefits:	
Beginning of year	245,669,503
End of year	$ 265,871,608

See accompanying notes to financial statements.

(2) General Plan Information

(a) Description of the Plan

The Horace Mann 401(k) Plan (the Plan) is sponsored by Horace Mann Service Corporation (HMSC) which is a wholly owned subsidiary of Horace Mann Educators Corporation (HMEC). HMSC is also the Plan Administrator. HMSC and HMEC are collectively referred to as the Company. The following brief description of the Plan is provided for general information purposes. Participants should refer to the actual Plan document or the employee summary plan description for additional information.

The Plan is a defined contribution 401(k) plan covering all eligible employees of the Company. Eligible employees are any employee of the Company excluding union employees, leased employees, independent contractors, nonresident aliens and temporary employees. It is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA), as amended.

Effective January 1, 2023, the Plan was amended with respect to employees' contribution rate for pre-tax contributions or Roth contributions. Eligible employees who desire to have pre-tax contributions or Roth contributions, or a combination of both, may contribute up to 75% of pre-tax compensation, or post tax compensation to the extent the Participant affirmatively elects a Roth contribution.

The Company's employees become eligible to participate in the Plan upon their date of hire.

(b) Contributions and Vesting

The Company provides an employer non-elective safe harbor contribution on behalf of all eligible participants. The contribution is equal to 3% of participants' eligible compensation for the Plan year. The Plan may be amended to reduce or suspend the non-elective safe harbor contribution, with at least a 30 day notice of the reduction or suspension to all eligible participants. The Company matches, on a dollar-for-dollar basis, the first 5% of eligible compensation that participants contribute as employee pre-tax contributions, in addition to the automatic 3% safe harbor contribution. Participants can make Roth after-tax contributions to the Plan in addition to (or in place of) pre-tax contributions. Roth contributions are not subject to tax at the time of withdrawal provided certain conditions are met.

All eligible new employees are subject to the Plan's "auto-enrollment" rate provision which provides for an automatic employee deferral of 3% of their eligible compensation. However, new hires or other participants can elect to decrease or stop their contributions at any time by filing an election with the Plan.

Participants can voluntarily elect to defer up to 75% of their eligible earnings (subject to statutory limits). Participants may also contribute amounts representing distributions from other qualified plans (rollovers). The Company may also make employer regular profit sharing contributions to the Plan. The amount of the employer regular profit sharing contributions, if any, is determined by the Company each year and allocated to all participants who satisfy the eligibility and allocation requirements of the Plan. There were no employer regular profit sharing contributions during 2024.

(1) General Plan Information

(b) Contributions and Vesting

Participants receive a "true-up" contribution following the end of each plan year as necessary to ensure that each participant's employer contribution account has been allocated matching contributions for the Plan year in the amount provided for in Section 4.1(e) of the Plan document, regardless of whether the participant is still employed with the Company on the last day of a Plan year. The true-up is based on a participant's annual compensation and total employee contributions and is credited by the end of the first calendar quarter following the end of a Plan year. During the first calendar quarters of 2025 and 2024 respectively, the Company contributed $ 444,605 and $ 357,088 of match true-ups related to 2024 and 2023 plan years.

Employee contributions and employer non-elective safe harbor contributions are 100% vested immediately. Employer matching contributions and employer regular profit sharing contributions vest in accordance with the following schedule:

Years of Vesting Service	Vesting Percentage
Less than 1 year	0%
1 year but less than 2 years	20%
2 years but less than 3 years	40%
3 years but less than 4 years	60%
4 years but less than 5 years	80%
5 years or more	100%

Contributions are self-directed by the participant to any or all of the Plan's investment options. If a participant does not designate an investment option, their contributions default to an appropriate Target Retirement Fund (as listed in the accompanying Supplemental Schedule) based on the participant's attained age at the time of the deferral.

The total pre-tax participant contributions were limited to $ 23,000 in 2024. The limit will be subject to adjustments to reflect increases in the cost of living pursuant to Section 402(g) of the Code (Code). Participating employees who reached age 50 or older during the Plan year have the opportunity to make pre-tax, catch-up contributions subject to federal limits, which were $ 7,500 in 2024.

(c) Participant Accounts

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

(1) General Plan Information

(d) Trust Agreement

The Plan changed trustee services from The Northern Trust Company (Northern Trust) to State Street Bank and Trust effective January 1, 2024. The transition initiated a blackout period beginning December 28, 2023 at the close of business, and continued to January 5, 2024. During this period, participants could not direct or diversify assets to the participant's individual accounts, obtain loans, or obtain distributions from the plan.

Prior to January 1, 2024, all of the Plan's assets were in a Master Trust held by Northern Trust. The Plan was the only plan in the Master Trust held by Northern Trust as of December 31, 2023. The assets of the Plan are participant-directed investments in mutual funds, collective investment trust funds, and HMEC Common Stock as of December 31, 2024 and 2023.

(e) Transfers, Withdrawals, and Final Distributions

Except for HMEC Common Stock, participants may transfer all or a portion of their account balance between the various investment funds on a daily basis. Participant withdrawals and final distributions (as allowed under the Plan) are permitted on a weekly basis. An administration fee is deducted from the participant's withdrawal proceeds.

Participants are eligible for a distribution of after-tax and rollover contributions at any time. Participants are eligible for a distribution of Plan benefits upon termination of service, whether by disability, retirement, death, or leaving the Company. In the event of financial hardship, as defined in the Plan document, participants may withdraw money from their accounts while they are still employed. Account assets available for hardship withdrawals include vested elective and non-elective contributions, along with the associated earnings on all sources. Participants will still be allowed to contribute to the Plan after taking a hardship withdrawal. Participants who have attained age 59 ½ may request a distribution of all or a portion of the value of their account balance. Withdrawals by the participant before attaining age 59 ½ are subject to Internal Revenue Service (IRS) penalties.

Participants that die during a period of qualified military service (as defined in Code Section 414(u)), become fully vested and the participant's survivors are entitled to any additional benefits (other than contributions relating to the period of qualified military service, but including vested service credit for such period and ancillary life insurance or other survivor benefits) that would have been provided under the Plan had the participant resumed employment on the day preceding the participant's death and then terminated employment on account of death.

(1) General Plan Information

(f) Forfeitures

Participants' forfeited unvested accounts are used to pay Plan administrative expenses, reinstate accrued benefits, and reduce Company contributions. As of December 31, 2024 and 2023, forfeited unvested accounts available were $ 239,841 and $ 39,753, respectively. In 2024, the Company applied $405,000 of forfeitures against Company contributions and administrative expenses.

(g) Notes Receivable from Participants

Participants may borrow a minimum of $ 1,000 up to a maximum of 50% of their vested account balance but no more than $ 50,000. The minimum term for a loan is 12 months and the maximum is 60 months (180 months for primary residence loans). Effective January 1, 2019 the Plan began allowing only one outstanding loan at any time. Participants that currently had two loans outstanding prior to January 1, 2019 can continue to make loan payments through payroll deductions on both loans until they are paid off. Both loans will need to be paid off before taking a new loan. A loan administrative fee is deducted from the participant's loan proceeds. Interest rates charged on loans ranged from 3.25% to 9.50% during both December 31, 2024 and December 31, 2023. The loans are secured by the balance in the participant's account and are carried at amortized cost. Principal and interest is paid ratably through monthly payroll deductions. Participants may also make additional payments throughout the month directly to the record keeper.

(g) Termination

Although it has not expressed any intent to do so, the Company has the right to terminate the Plan at any time, subject to the provisions of ERISA. In the event of a Plan termination, participants become fully vested in their accounts.

(3) Summary of Significant Accounting Policies

(f) Basis of Accounting

The accompanying financial statements have been prepared using the accrual basis of accounting. All investments held by the Plan are required to be reported at fair value.

(g) Investment Valuation and Income Recognition

Investments are measured at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. See Note 5 for discussion of fair value measurements. Purchases and sales of securities are recorded on a trade-date basis. Interest income is recorded as earned on an accrual basis. Dividend income is recognized when dividends are declared and paid.

(2) Summary of Significant Accounting Policies

(c) Short-term Investments

Short-term investments are comprised of money market funds. The money market funds are valued at the daily closing price as reported by the fund. These funds are required to publish their daily net asset value (NAV) and to transact at that price.

(h) Net Appreciation of Investments

In the Statement of Changes in Net Assets Available for Benefits, the Plan presents the net appreciation in the fair value amount of its investments which consists of realized gains or losses and unrealized appreciation on those investments.

(e) Plan Expenses

The Plan pays administrative expenses, consisting primarily of recordkeeping, trustee, audit, and legal fees. All investment fees have been included in the quarterly performance gains or losses reported for individual Plan funds.

Quarterly general administrative fees are charged to participant accounts with balances over $ 1,000. Individual service fees associated with specific features or services offered under the Plan are charged separately to participants' accounts.

(f) Benefits Paid to Participants

Benefits paid to participants in cash are reported when paid. Common stock distributions to participants are recorded at fair value when distributed.

(i) Use of Estimates

The preparation of the Plan's financial statements in conformity with accounting principles generally accepted in the United States of America (GAAP) requires the Plan Administrator to make estimates and assumptions that affect (1) the reported amounts of net assets available for benefits at the date of the financial statements and (2) the reported amounts of changes in net assets available for benefits during the reporting period. Actual results could differ from those estimates.

(j) Risks and Uncertainties

The Plan provides for investments in collective trust funds, mutual funds, and HMEC common stock. Investment securities are exposed to various risks including, but not limited to, interest rate, market and credit risks. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect participant account balances and the amounts reported in the Statements of Net Assets Available for Benefits.

(2) Summary of Significant Accounting Policies

(i) Subsequent Events

The Plan has evaluated subsequent events through, July 10, 2025, the date these financial statements were available to be issued.

(3) Investments

(a) Collective Investment Trust Funds

The Plan's investments in collective investment trust fund units of ownership are based on the Plan's dollar amount invested as a multiple of the collective trusts' net asset value (NAV). Investments are carried at fair value. The fair value of investments is based upon the NAVs of the underlying securities allocated on a pro rata basis based on units in the collective investment trust fund. Management's estimate of the fair value of these investments is based on estimates provided by the Trustee. The investments of the underlying collective investment trust funds, which were valued at fair value, included stable value investment contracts, fixed income instruments, money market instruments, common stock, and depositary receipts. There are no restrictions on redemptions.

(b) Mutual Funds

The Plan's investments in mutual funds are valued at the daily closing prices as reported by the fund. Mutual funds held by the Plan are open-end mutual funds that are registered with the Securities and Exchange Commission. These funds are required to publish their daily NAV and to transact at that price. The mutual funds of the Plan are deemed to be actively traded. There are no restrictions on redemptions.

(c) HMEC Common Stock

The Plan's HMEC Common Stock as of December 31, 2024 and 2023 consisted of 8,008 units and 8,697 units, respectively, of HMEC common stock, which is traded on the New York Stock Exchange under the symbol HMN. Participants are not permitted to purchase additional shares of HMEC Company Stock and dividends are not permitted to be invested in HMEC Common Stock.

(4) Certified Investments

Certain information related to investments and notes receivable from participants disclosed in the accompanying financial statements and ERISA-required supplemental schedule, including investments held and notes receivable from participants at December 31, 2024 and 2023, and net appreciation in fair value of investments, interest and dividends for the year ended December 31, 2024, was obtained by management and agreed to or derived from information certified as complete and accurate by State Street Bank and Trust at December 31, 2024 and Northern Trust at December 31, 2023. The following is a summary of such information:

	2024	2023
Investments at fair value	$ 262,057,054	$ 242,192,979
Notes receivable from participants	3,428,993	3,196,754
Net appreciation in fair value of investments	30,220,748	
Interest	46	
Dividends	829,585	
Interest income on notes receivable from participants	225,951	

(5) Fair Value of Financial Instruments

Fair value is defined as the exchange price that would be received for an asset or paid to transfer a liability (an exit price) in the principal or most advantageous market for the asset or liability in an orderly transaction between knowledgeable, unrelated and willing market participants on the measurement date. In determining fair value, the Plan utilizes valuation techniques that maximize the use of observable inputs and minimize the use of unobservable inputs. The three levels of inputs that may be used to measure fair value are:

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

Level 2 Unadjusted observable inputs other than Level 1 prices such as quoted prices for similar assets or liabilities; quoted prices in markets that are not active; or other inputs that are observable or can be corroborated by observable market data for the assets or liabilities. Level 2 assets and liabilities include fixed maturity securities with quoted prices that are traded less frequently than exchange-traded instruments.

Level 3 Unobservable inputs that are supported by little or no market activity and that are significant to the fair value of the assets or liabilities. Level 3 assets and liabilities include financial instruments whose value is determined using pricing models, discounted cash flow methodologies, or similar techniques, as well as instruments for which the determination of fair value requires significant management judgment or estimation.

(5) Fair Value of Financial Instruments

When the inputs used to measure fair value fall within different levels of the hierarchy, the level within which fair value measurement is categorized is based on the lowest level input that is significant to the fair value measurement in its entirety. As a result, a Level 3 fair value measurement may include inputs that are observable (Level 1 or Level 2) and unobservable (Level 3). Transfers into or out of Level 3 are reported as having occurred at the end of the reporting period in which the transfers were determined. There were no transfers into or out of Level 3 in either 2024 or 2023, respectively.

The following table sets forth by level, within the fair value hierarchy, the Plan's investments carried at fair value in the accompanying Statements of Net Assets Available for Benefits as of December 31, 2024 and 2023:

	Investments at Fair Value as of December 31, 2024			
	Level 1	**Level 2**	**Level 3**	**Total**
HMEC Common Stock	$ 1,138,056	$ -	$ -	$ 1,138,056
Collective investment trust funds	-	259,593,936	-	259,593,936
Mutual funds	1,325,062	-	-	1,325,062
Total investments, at fair value	$ 2,463,118	$ 259,593,936	$ -	$ 262,057,054

	Investments at Fair Value as of December 31, 2023			
	Level 1	**Level 2**	**Level 3**	**Total**
HMEC Common Stock	$ 1,000,618	$ -	$ -	$ 1,000,618
Collective investment trust funds	-	239,853,599	-	239,853,599
Mutual funds	1,338,762	-	-	1,338,762
Total investments, at fair value	$ 2,339,380	$ 239,853,599	$ -	$ 242,192,979

(6) Reconciliation of Financial Statements to Form 5500

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

	2024	2023
Net assets available for benefits per the financial statements	$ 265,871,608	$ 245,669,503
Amounts allocated to deemed distributed loans	(36,562)	(28,729)
Net assets available for benefits per the Form 5500	$ 265,835,046	$ 245,640,774

The following is a reconciliation of benefits paid to participants per the financial statements for the year ended December 31, 2024 to Form 5500:

Benefits paid to participants in cash	$ 34,385,670
Add: amounts allocated to deemed distributed loans at December 31, 2024	36,562
Less: amounts allocated to deemed distributed loans at December 31, 2023	(28,729)
Benefits paid to participants per the Form 5500	$ 34,393,503

(7) Income Tax Status

The Plan has received a determination letter from the Internal Revenue Service dated December 13, 2017, stating that the Plan is qualified under Section 401(a) of 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, as amended, is qualified and the related trust is tax exempt.

GAAP requires Plan management to evaluate tax positions taken by the Plan and recognize a tax liability (or asset) if the Plan has taken an uncertain position that more likely than not would not be sustained upon examination by the IRS. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

(8) Related Party and Party-in-Interest Transactions

The Company provides staffing, building space, and supplies at no cost to the Plan. Included in the Plan's assets held are units of HMEC common stock. Transactions of these shares qualify as party-in-interest transactions. Future contributions to invest in HMEC Common Stock are frozen.

Transamerica Retirement Solutions provides certain administrative services to the Plan pursuant to a Pension Services Agreement between the Company and Transamerica Retirement Solutions. Transamerica Retirement Solutions and/or its affiliates receives indirect compensation from investment options available within the Plan. This revenue is deposited in the Plan in an Expense Budget Account. The Expense budget account is also credited with quarterly fees directly charged to participant accounts with balances greater than $ 1,000. Annual required revenue amounts as stated in the Pension Services Agreement are paid to Transamerica out with the funds from the Expense Budget Account and qualify as party-in-interest transactions. On a quarterly basis, the Company may direct Transamerica Retirement services to reimburse the Company or directly pay a third party for reasonable plan-related expenses. At the end of the plan year, the Company may direct Transamerica Retirement Services to allocated the balance in the Expense Budget Account to participant accounts on a pro-rata basis based on the participant account balances. The balance of the Expense Budget account was $ 123,141 and $ 86,580 at December 31, 2024 and 2023, respectively. The Expense budget account was credited with $ 405,292 during the year ended December 31, 2024 and $ 371,176 of Plan expenses were paid out of the account.

Supplemental Schedule

Horace Mann Service Corporation
Horace Mann 401(k) Plan
Schedule H, Line 4i – Schedule of Assets (Held at End of Year)
December 31, 2024

EIN: 37-0972590
Plan: 004

(a)	(b) Identify of issue, borrower, lessor or similar party	(c) Description of Investment	(d) Cost	(e) Current Value
	Collective investment trust funds:			
*	State Street	S & P 500 Index SL Class II	**	$ 39,499,089
	JP Morgan Chase Bank, NA	U. S. Active Core Equity CF	**	26,623,630
	Goldman Sachs	Stable Value Fund Collective Trust Institutional I	**	25,232,372
*	State Street	Target Retirement 2035 SL Class VI	**	22,480,984
*	State Street	Target Retirement 2030 SL Class VI	**	20,915,024
*	State Street	Target Retirement 2045 SL Class VI	**	16,929,672
	State Street	Target Retirement 2040 SL Class VI	**	14,685,463
*	State Street	Target Russell Small/Mid Cap Index SL Class II	**	12,951,778
	Wellington Trust Company, NA	CIF II SMID Cap Research Equity Series	**	12,325,426
*	State Street	Target Retirement 2025 SL Class VI	**	10,931,638
*	State Street	Target Retirement 2050 SL Class VI	**	10,701,655
*	State Street	Global All Cap Ex-USA Index SL Class II	**	9,919,615
*	State Street	Target Retirement 2055 SL Class VI	**	9,644,705
*	State Street	U.S. Bond Index SL Class XIV	**	6,166,982
	State Street	Target Retirement 2060 SL Class VI	**	5,563,986
	Prudential	Core Plus Bond Fund Class 5	**	5,300,884
*	State Street	Target Retirement Income SL Class VI	**	3,031,851
	Wellington Trust Company, NA	WTF-CIF II Intl Opp S 4 Portfolio	**	3,004,529
*	State Street	Target Retirement 2020 SL Class VI	**	2,350,322
*	State Street	Target Retirement 2065 SL Class VI	**	1,334,331
	Total collective investment trust funds			259,593,936
	Mutual funds:			
	Pimco	Inflation Responsive Multi Asset Fund Institutional	**	1,325,062
	Total mutual funds			1,325,062
*	Horace Mann Educators Corp.	Common Stock	**	1,138,056
	Total investments			$ 262,057,054
	Participants Loans (392 loans, interest rates ranging from 3.25% to 9.50%, maturing January 1, 2025 to October 01, 2038)			$ 3,428,993

**Represents a party-in-interest.*

***All investments are participant-directed; therefore, historical cost information is not required.*

See accompanying independent auditors' report

Financial Statements
and
Supplemental Schedule

Horace Mann 401(k) Plan

December 31, 2024 and 2023

(With Independent Auditors' Report Thereon)

EIN #37-0972590
Plan #004

Horace Mann 401(k) Plan

Financial Statements and Supplemental Schedule

Years ended December 31, 2024 and 2023

Table of Contents

Kerber, Eck & Braeckel LLP
3200 Robbins Road
Suite 200A
Springfield, IL 62704

P 217.789.0960
F 217.789.2822

Independent Auditors' Report

Horace Mann Pension Administrative Committee
Horace Mann 401(k) Plan

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

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

Management, having determined it is permissible in the circumstances, has elected to have the audits of Horace Mann 401(k) 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 qualified institutions as of December 31, 2024 and 2023, and for the year ended December 31, 2024, stating that the certified investment information, as described in Note 4 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 accounting principles generally accepted in the United States of America.

- The information in the accompanying financial statements related to assets held by and certified to by qualified institutions agree to, or are derived from, in all material respects, the information prepared and certified by institutions that management determined meet 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 Horace Mann 401(k) Plan and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our ERISA Section 103(a)(3)(C) audit opinion.

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

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about Horace Mann 401(k) Plan's ability to continue as a going concern for one year after the date that the financial statements are issued.

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

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 of the Financial Statements 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 Horace Mann 401(k) 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 Horace Mann 401(k) Plan's ability to continue as a going concern for a reasonable period of time.

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

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

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

Other Matters - Supplemental Schedule Required by ERISA
The supplemental 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 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).

Kerber, Eck + Braeckel LLP

Springfield, Illinois
July 10, 2025

Horace Mann 401(k) Plan

Statements of Net Assets Available for Benefits
December 31, 2024 and 2023

	2024	2023
Assets:		
Investments at fair value	$ 262,057,054	$ 242,192,979
Receivables:		
Employer contributions	444,605	357,088
Notes receivable from participants	3,465,555	3,225,483
Total receivables	3,910,160	3,582,571
Accrued interest	-	67,175
Total assets	265,967,214	245,842,725
Liabilities:		
Accrued administrative expenses	95,606	173,222
Net assets available for benefits	$ 265,871,608	$ 245,669,503

See accompanying notes to financial statements.

Horace Mann 401(k) Plan

Statement of Changes in Net Assets Available for Benefits
Year Ended December 31, 2024

Additions:	
Investment income:	
Net appreciation in fair value of investments	$ 30,220,748
Interest	46
Dividends	829,585
Total investment income	31,050,379
Interest income on notes receivable from participants	225,951
Contributions:	
Employer	10,473,910
Participants	11,913,546
Rollovers	1,216,563
Total contributions	23,604,019
Total additions	54,880,349
Deductions:	
Benefits paid to participants	34,385,670
Administrative expenses	292,574
Total deductions	34,678,244
Net increase	20,202,105
Net assets available for benefits:	
Beginning of year	245,669,503
End of year	$ 265,871,608

See accompanying notes to financial statements.

(2) General Plan Information

(a) Description of the Plan

The Horace Mann 401(k) Plan (the Plan) is sponsored by Horace Mann Service Corporation (HMSC) which is a wholly owned subsidiary of Horace Mann Educators Corporation (HMEC). HMSC is also the Plan Administrator. HMSC and HMEC are collectively referred to as the Company. The following brief description of the Plan is provided for general information purposes. Participants should refer to the actual Plan document or the employee summary plan description for additional information.

The Plan is a defined contribution 401(k) plan covering all eligible employees of the Company. Eligible employees are any employee of the Company excluding union employees, leased employees, independent contractors, nonresident aliens and temporary employees. It is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA), as amended.

Effective January 1, 2023, the Plan was amended with respect to employees' contribution rate for pre-tax contributions or Roth contributions. Eligible employees who desire to have pre-tax contributions or Roth contributions, or a combination of both, may contribute up to 75% of pre-tax compensation, or post tax compensation to the extent the Participant affirmatively elects a Roth contribution.

The Company's employees become eligible to participate in the Plan upon their date of hire.

(b) Contributions and Vesting

The Company provides an employer non-elective safe harbor contribution on behalf of all eligible participants. The contribution is equal to 3% of participants' eligible compensation for the Plan year. The Plan may be amended to reduce or suspend the non-elective safe harbor contribution, with at least a 30 day notice of the reduction or suspension to all eligible participants. The Company matches, on a dollar-for-dollar basis, the first 5% of eligible compensation that participants contribute as employee pre-tax contributions, in addition to the automatic 3% safe harbor contribution. Participants can make Roth after-tax contributions to the Plan in addition to (or in place of) pre-tax contributions. Roth contributions are not subject to tax at the time of withdrawal provided certain conditions are met.

All eligible new employees are subject to the Plan's "auto-enrollment" rate provision which provides for an automatic employee deferral of 3% of their eligible compensation. However, new hires or other participants can elect to decrease or stop their contributions at any time by filing an election with the Plan.

Participants can voluntarily elect to defer up to 75% of their eligible earnings (subject to statutory limits). Participants may also contribute amounts representing distributions from other qualified plans (rollovers). The Company may also make employer regular profit sharing contributions to the Plan. The amount of the employer regular profit sharing contributions, if any, is determined by the Company each year and allocated to all participants who satisfy the eligibility and allocation requirements of the Plan. There were no employer regular profit sharing contributions during 2024.

(1) General Plan Information

(b) Contributions and Vesting

Participants receive a "true-up" contribution following the end of each plan year as necessary to ensure that each participant's employer contribution account has been allocated matching contributions for the Plan year in the amount provided for in Section 4.1(e) of the Plan document, regardless of whether the participant is still employed with the Company on the last day of a Plan year. The true-up is based on a participant's annual compensation and total employee contributions and is credited by the end of the first calendar quarter following the end of a Plan year. During the first calendar quarters of 2025 and 2024 respectively, the Company contributed $ 444,605 and $ 357,088 of match true-ups related to 2024 and 2023 plan years.

Employee contributions and employer non-elective safe harbor contributions are 100% vested immediately. Employer matching contributions and employer regular profit sharing contributions vest in accordance with the following schedule:

Years of Vesting Service	Vesting Percentage
Less than 1 year	0%
1 year but less than 2 years	20%
2 years but less than 3 years	40%
3 years but less than 4 years	60%
4 years but less than 5 years	80%
5 years or more	100%

Contributions are self-directed by the participant to any or all of the Plan's investment options. If a participant does not designate an investment option, their contributions default to an appropriate Target Retirement Fund (as listed in the accompanying Supplemental Schedule) based on the participant's attained age at the time of the deferral.

The total pre-tax participant contributions were limited to $ 23,000 in 2024. The limit will be subject to adjustments to reflect increases in the cost of living pursuant to Section 402(g) of the Code (Code). Participating employees who reached age 50 or older during the Plan year have the opportunity to make pre-tax, catch-up contributions subject to federal limits, which were $ 7,500 in 2024.

(c) Participant Accounts

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

(1) General Plan Information

(d) Trust Agreement

The Plan changed trustee services from The Northern Trust Company (Northern Trust) to State Street Bank and Trust effective January 1, 2024. The transition initiated a blackout period beginning December 28, 2023 at the close of business, and continued to January 5, 2024. During this period, participants could not direct or diversify assets to the participant's individual accounts, obtain loans, or obtain distributions from the plan.

Prior to January 1, 2024, all of the Plan's assets were in a Master Trust held by Northern Trust. The Plan was the only plan in the Master Trust held by Northern Trust as of December 31, 2023. The assets of the Plan are participant-directed investments in mutual funds, collective investment trust funds, and HMEC Common Stock as of December 31, 2024 and 2023.

(e) Transfers, Withdrawals, and Final Distributions

Except for HMEC Common Stock, participants may transfer all or a portion of their account balance between the various investment funds on a daily basis. Participant withdrawals and final distributions (as allowed under the Plan) are permitted on a weekly basis. An administration fee is deducted from the participant's withdrawal proceeds.

Participants are eligible for a distribution of after-tax and rollover contributions at any time. Participants are eligible for a distribution of Plan benefits upon termination of service, whether by disability, retirement, death, or leaving the Company. In the event of financial hardship, as defined in the Plan document, participants may withdraw money from their accounts while they are still employed. Account assets available for hardship withdrawals include vested elective and non-elective contributions, along with the associated earnings on all sources. Participants will still be allowed to contribute to the Plan after taking a hardship withdrawal. Participants who have attained age 59 ½ may request a distribution of all or a portion of the value of their account balance. Withdrawals by the participant before attaining age 59 ½ are subject to Internal Revenue Service (IRS) penalties.

Participants that die during a period of qualified military service (as defined in Code Section 414(u)), become fully vested and the participant's survivors are entitled to any additional benefits (other than contributions relating to the period of qualified military service, but including vested service credit for such period and ancillary life insurance or other survivor benefits) that would have been provided under the Plan had the participant resumed employment on the day preceding the participant's death and then terminated employment on account of death.

(1) General Plan Information

(f) Forfeitures

Participants' forfeited unvested accounts are used to pay Plan administrative expenses, reinstate accrued benefits, and reduce Company contributions. As of December 31, 2024 and 2023, forfeited unvested accounts available were $ 239,841 and $ 39,753, respectively. In 2024, the Company applied $405,000 of forfeitures against Company contributions and administrative expenses.

(g) Notes Receivable from Participants

Participants may borrow a minimum of $ 1,000 up to a maximum of 50% of their vested account balance but no more than $ 50,000. The minimum term for a loan is 12 months and the maximum is 60 months (180 months for primary residence loans). Effective January 1, 2019 the Plan began allowing only one outstanding loan at any time. Participants that currently had two loans outstanding prior to January 1, 2019 can continue to make loan payments through payroll deductions on both loans until they are paid off. Both loans will need to be paid off before taking a new loan. A loan administrative fee is deducted from the participant's loan proceeds. Interest rates charged on loans ranged from 3.25% to 9.50% during both December 31, 2024 and December 31, 2023. The loans are secured by the balance in the participant's account and are carried at amortized cost. Principal and interest is paid ratably through monthly payroll deductions. Participants may also make additional payments throughout the month directly to the record keeper.

(g) Termination

Although it has not expressed any intent to do so, the Company has the right to terminate the Plan at any time, subject to the provisions of ERISA. In the event of a Plan termination, participants become fully vested in their accounts.

(3) Summary of Significant Accounting Policies

(f) Basis of Accounting

The accompanying financial statements have been prepared using the accrual basis of accounting. All investments held by the Plan are required to be reported at fair value.

(g) Investment Valuation and Income Recognition

Investments are measured at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. See Note 5 for discussion of fair value measurements. Purchases and sales of securities are recorded on a trade-date basis. Interest income is recorded as earned on an accrual basis. Dividend income is recognized when dividends are declared and paid.

(2) Summary of Significant Accounting Policies

(c) Short-term Investments

Short-term investments are comprised of money market funds. The money market funds are valued at the daily closing price as reported by the fund. These funds are required to publish their daily net asset value (NAV) and to transact at that price.

(h) Net Appreciation of Investments

In the Statement of Changes in Net Assets Available for Benefits, the Plan presents the net appreciation in the fair value amount of its investments which consists of realized gains or losses and unrealized appreciation on those investments.

(e) Plan Expenses

The Plan pays administrative expenses, consisting primarily of recordkeeping, trustee, audit, and legal fees. All investment fees have been included in the quarterly performance gains or losses reported for individual Plan funds.

Quarterly general administrative fees are charged to participant accounts with balances over $ 1,000. Individual service fees associated with specific features or services offered under the Plan are charged separately to participants' accounts.

(f) Benefits Paid to Participants

Benefits paid to participants in cash are reported when paid. Common stock distributions to participants are recorded at fair value when distributed.

(i) Use of Estimates

The preparation of the Plan's financial statements in conformity with accounting principles generally accepted in the United States of America (GAAP) requires the Plan Administrator to make estimates and assumptions that affect (1) the reported amounts of net assets available for benefits at the date of the financial statements and (2) the reported amounts of changes in net assets available for benefits during the reporting period. Actual results could differ from those estimates.

(j) Risks and Uncertainties

The Plan provides for investments in collective trust funds, mutual funds, and HMEC common stock. Investment securities are exposed to various risks including, but not limited to, interest rate, market and credit risks. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect participant account balances and the amounts reported in the Statements of Net Assets Available for Benefits.

(2) Summary of Significant Accounting Policies

(i) Subsequent Events

The Plan has evaluated subsequent events through, July 10, 2025, the date these financial statements were available to be issued.

(3) Investments

(a) Collective Investment Trust Funds

The Plan's investments in collective investment trust fund units of ownership are based on the Plan's dollar amount invested as a multiple of the collective trusts' net asset value (NAV). Investments are carried at fair value. The fair value of investments is based upon the NAVs of the underlying securities allocated on a pro rata basis based on units in the collective investment trust fund. Management's estimate of the fair value of these investments is based on estimates provided by the Trustee. The investments of the underlying collective investment trust funds, which were valued at fair value, included stable value investment contracts, fixed income instruments, money market instruments, common stock, and depositary receipts. There are no restrictions on redemptions.

(b) Mutual Funds

The Plan's investments in mutual funds are valued at the daily closing prices as reported by the fund. Mutual funds held by the Plan are open-end mutual funds that are registered with the Securities and Exchange Commission. These funds are required to publish their daily NAV and to transact at that price. The mutual funds of the Plan are deemed to be actively traded. There are no restrictions on redemptions.

(c) HMEC Common Stock

The Plan's HMEC Common Stock as of December 31, 2024 and 2023 consisted of 8,008 units and 8,697 units, respectively, of HMEC common stock, which is traded on the New York Stock Exchange under the symbol HMN. Participants are not permitted to purchase additional shares of HMEC Company Stock and dividends are not permitted to be invested in HMEC Common Stock.

(4) Certified Investments

Certain information related to investments and notes receivable from participants disclosed in the accompanying financial statements and ERISA-required supplemental schedule, including investments held and notes receivable from participants at December 31, 2024 and 2023, and net appreciation in fair value of investments, interest and dividends for the year ended December 31, 2024, was obtained by management and agreed to or derived from information certified as complete and accurate by State Street Bank and Trust at December 31, 2024 and Northern Trust at December 31, 2023. The following is a summary of such information:

	2024	2023
Investments at fair value	$ 262,057,054	$ 242,192,979
Notes receivable from participants	3,428,993	3,196,754
Net appreciation in fair value of investments	30,220,748	
Interest	46	
Dividends	829,585	
Interest income on notes receivable from participants	225,951	

(5) Fair Value of Financial Instruments

Fair value is defined as the exchange price that would be received for an asset or paid to transfer a liability (an exit price) in the principal or most advantageous market for the asset or liability in an orderly transaction between knowledgeable, unrelated and willing market participants on the measurement date. In determining fair value, the Plan utilizes valuation techniques that maximize the use of observable inputs and minimize the use of unobservable inputs. The three levels of inputs that may be used to measure fair value are:

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

Level 2 Unadjusted observable inputs other than Level 1 prices such as quoted prices for similar assets or liabilities; quoted prices in markets that are not active; or other inputs that are observable or can be corroborated by observable market data for the assets or liabilities. Level 2 assets and liabilities include fixed maturity securities with quoted prices that are traded less frequently than exchange-traded instruments.

Level 3 Unobservable inputs that are supported by little or no market activity and that are significant to the fair value of the assets or liabilities. Level 3 assets and liabilities include financial instruments whose value is determined using pricing models, discounted cash flow methodologies, or similar techniques, as well as instruments for which the determination of fair value requires significant management judgment or estimation.

(5) Fair Value of Financial Instruments

When the inputs used to measure fair value fall within different levels of the hierarchy, the level within which fair value measurement is categorized is based on the lowest level input that is significant to the fair value measurement in its entirety. As a result, a Level 3 fair value measurement may include inputs that are observable (Level 1 or Level 2) and unobservable (Level 3). Transfers into or out of Level 3 are reported as having occurred at the end of the reporting period in which the transfers were determined. There were no transfers into or out of Level 3 in either 2024 or 2023, respectively.

The following table sets forth by level, within the fair value hierarchy, the Plan's investments carried at fair value in the accompanying Statements of Net Assets Available for Benefits as of December 31, 2024 and 2023:

	Investments at Fair Value as of December 31, 2024			
	Level 1	**Level 2**	**Level 3**	**Total**
HMEC Common Stock	$ 1,138,056	$ -	$ -	$ 1,138,056
Collective investment trust funds	-	259,593,936	-	259,593,936
Mutual funds	1,325,062	-	-	1,325,062
Total investments, at fair value	$ 2,463,118	$ 259,593,936	$ -	$ 262,057,054

	Investments at Fair Value as of December 31, 2023			
	Level 1	**Level 2**	**Level 3**	**Total**
HMEC Common Stock	$ 1,000,618	$ -	$ -	$ 1,000,618
Collective investment trust funds	-	239,853,599	-	239,853,599
Mutual funds	1,338,762	-	-	1,338,762
Total investments, at fair value	$ 2,339,380	$ 239,853,599	$ -	$ 242,192,979

(6) Reconciliation of Financial Statements to Form 5500

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

	2024	2023
Net assets available for benefits per the financial statements	$ 265,871,608	$ 245,669,503
Amounts allocated to deemed distributed loans	(36,562)	(28,729)
Net assets available for benefits per the Form 5500	$ 265,835,046	$ 245,640,774

The following is a reconciliation of benefits paid to participants per the financial statements for the year ended December 31, 2024 to Form 5500:

Benefits paid to participants in cash	$ 34,385,670
Add: amounts allocated to deemed distributed loans at December 31, 2024	36,562
Less: amounts allocated to deemed distributed loans at December 31, 2023	(28,729)
Benefits paid to participants per the Form 5500	$ 34,393,503

(7) Income Tax Status

The Plan has received a determination letter from the Internal Revenue Service dated December 13, 2017, stating that the Plan is qualified under Section 401(a) of 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, as amended, is qualified and the related trust is tax exempt.

GAAP requires Plan management to evaluate tax positions taken by the Plan and recognize a tax liability (or asset) if the Plan has taken an uncertain position that more likely than not would not be sustained upon examination by the IRS. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

(8) Related Party and Party-in-Interest Transactions

The Company provides staffing, building space, and supplies at no cost to the Plan. Included in the Plan's assets held are units of HMEC common stock. Transactions of these shares qualify as party-in-interest transactions. Future contributions to invest in HMEC Common Stock are frozen.

Transamerica Retirement Solutions provides certain administrative services to the Plan pursuant to a Pension Services Agreement between the Company and Transamerica Retirement Solutions. Transamerica Retirement Solutions and/or its affiliates receives indirect compensation from investment options available within the Plan. This revenue is deposited in the Plan in an Expense Budget Account. The Expense budget account is also credited with quarterly fees directly charged to participant accounts with balances greater than $ 1,000. Annual required revenue amounts as stated in the Pension Services Agreement are paid to Transamerica out with the funds from the Expense Budget Account and qualify as party-in-interest transactions. On a quarterly basis, the Company may direct Transamerica Retirement services to reimburse the Company or directly pay a third party for reasonable plan-related expenses. At the end of the plan year, the Company may direct Transamerica Retirement Services to allocated the balance in the Expense Budget Account to participant accounts on a pro-rata basis based on the participant account balances. The balance of the Expense Budget account was $ 123,141 and $ 86,580 at December 31, 2024 and 2023, respectively. The Expense budget account was credited with $ 405,292 during the year ended December 31, 2024 and $ 371,176 of Plan expenses were paid out of the account.

Supplemental Schedule

Horace Mann Service Corporation
Horace Mann 401(k) Plan
Schedule H, Line 4i – Schedule of Assets (Held at End of Year)
December 31, 2024

EIN: 37-0972590
Plan: 004

(a)	(b) Identify of issue, borrower, lessor or similar party	(c) Description of Investment	(d) Cost	(e) Current Value
	Collective investment trust funds:			
*	State Street	S & P 500 Index SL Class II	**	$ 39,499,089
	JP Morgan Chase Bank, NA	U. S. Active Core Equity CF	**	26,623,630
	Goldman Sachs	Stable Value Fund Collective Trust Institutional I	**	25,232,372
*	State Street	Target Retirement 2035 SL Class VI	**	22,480,984
*	State Street	Target Retirement 2030 SL Class VI	**	20,915,024
*	State Street	Target Retirement 2045 SL Class VI	**	16,929,672
	State Street	Target Retirement 2040 SL Class VI	**	14,685,463
*	State Street	Target Russell Small/Mid Cap Index SL Class II	**	12,951,778
	Wellington Trust Company, NA	CIF II SMID Cap Research Equity Series	**	12,325,426
*	State Street	Target Retirement 2025 SL Class VI	**	10,931,638
*	State Street	Target Retirement 2050 SL Class VI	**	10,701,655
*	State Street	Global All Cap Ex-USA Index SL Class II	**	9,919,615
*	State Street	Target Retirement 2055 SL Class VI	**	9,644,705
*	State Street	U.S. Bond Index SL Class XIV	**	6,166,982
	State Street	Target Retirement 2060 SL Class VI	**	5,563,986
	Prudential	Core Plus Bond Fund Class 5	**	5,300,884
*	State Street	Target Retirement Income SL Class VI	**	3,031,851
	Wellington Trust Company, NA	WTF-CIF II Intl Opp S 4 Portfolio	**	3,004,529
*	State Street	Target Retirement 2020 SL Class VI	**	2,350,322
*	State Street	Target Retirement 2065 SL Class VI	**	1,334,331
	Total collective investment trust funds			259,593,936
	Mutual funds:			
	Pimco	Inflation Responsive Multi Asset Fund Institutional	**	1,325,062
	Total mutual funds			1,325,062
*	Horace Mann Educators Corp.	Common Stock	**	1,138,056
	Total investments			$ 262,057,054

Participants Loans (392 loans, interest rates ranging from 3.25% to 9.50%, maturing January 1, 2025 to October 01, 2038)		$ 3,428,993

**Represents a party-in-interest.*

***All investments are participant-directed; therefore, historical cost information is not required.*

See accompanying independent auditors' report

Financial Statements
and
Supplemental Schedule

Horace Mann 401(k) Plan

December 31, 2024 and 2023

(With Independent Auditors' Report Thereon)

EIN #37-0972590
Plan #004

Horace Mann 401(k) Plan

Financial Statements and Supplemental Schedule

Years ended December 31, 2024 and 2023

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Kerber, Eck & Braeckel LLP
3200 Robbins Road
Suite 200A
Springfield, IL 62704

P 217.789.0960
F 217.789.2822

Independent Auditors' Report

Horace Mann Pension Administrative Committee
Horace Mann 401(k) Plan

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

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

Management, having determined it is permissible in the circumstances, has elected to have the audits of Horace Mann 401(k) 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 qualified institutions as of December 31, 2024 and 2023, and for the year ended December 31, 2024, stating that the certified investment information, as described in Note 4 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 accounting principles generally accepted in the United States of America.

- The information in the accompanying financial statements related to assets held by and certified to by qualified institutions agree to, or are derived from, in all material respects, the information prepared and certified by institutions that management determined meet 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 Horace Mann 401(k) Plan and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our ERISA Section 103(a)(3)(C) audit opinion.

Responsibilities of Management for the Financial Statements

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

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about Horace Mann 401(k) Plan's ability to continue as a going concern for one year after the date that the financial statements are issued.

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

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 of the Financial Statements 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 Horace Mann 401(k) 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 Horace Mann 401(k) Plan's ability to continue as a going concern for a reasonable period of time.

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

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

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

Other Matters - Supplemental Schedule Required by ERISA

The supplemental 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 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).

Kerber, Eck + Braeckel LLP

Springfield, Illinois
July 10, 2025

Horace Mann 401(k) Plan

Statements of Net Assets Available for Benefits
December 31, 2024 and 2023

	2024	2023
Assets:		
Investments at fair value	$ 262,057,054	$ 242,192,979
Receivables:		
Employer contributions	444,605	357,088
Notes receivable from participants	3,465,555	3,225,483
Total receivables	3,910,160	3,582,571
Accrued interest	-	67,175
Total assets	265,967,214	245,842,725
Liabilities:		
Accrued administrative expenses	95,606	173,222
Net assets available for benefits	$ 265,871,608	$ 245,669,503

See accompanying notes to financial statements.

Horace Mann 401(k) Plan

Statement of Changes in Net Assets Available for Benefits
Year Ended December 31, 2024

Additions:	
Investment income:	
Net appreciation in fair value of investments	$ 30,220,748
Interest	46
Dividends	829,585
Total investment income	31,050,379
Interest income on notes receivable from participants	225,951
Contributions:	
Employer	10,473,910
Participants	11,913,546
Rollovers	1,216,563
Total contributions	23,604,019
Total additions	54,880,349
Deductions:	
Benefits paid to participants	34,385,670
Administrative expenses	292,574
Total deductions	34,678,244
Net increase	20,202,105
Net assets available for benefits:	
Beginning of year	245,669,503
End of year	$ 265,871,608

See accompanying notes to financial statements.

(2) General Plan Information

(a) Description of the Plan

The Horace Mann 401(k) Plan (the Plan) is sponsored by Horace Mann Service Corporation (HMSC) which is a wholly owned subsidiary of Horace Mann Educators Corporation (HMEC). HMSC is also the Plan Administrator. HMSC and HMEC are collectively referred to as the Company. The following brief description of the Plan is provided for general information purposes. Participants should refer to the actual Plan document or the employee summary plan description for additional information.

The Plan is a defined contribution 401(k) plan covering all eligible employees of the Company. Eligible employees are any employee of the Company excluding union employees, leased employees, independent contractors, nonresident aliens and temporary employees. It is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA), as amended.

Effective January 1, 2023, the Plan was amended with respect to employees' contribution rate for pre-tax contributions or Roth contributions. Eligible employees who desire to have pre-tax contributions or Roth contributions, or a combination of both, may contribute up to 75% of pre-tax compensation, or post tax compensation to the extent the Participant affirmatively elects a Roth contribution.

The Company's employees become eligible to participate in the Plan upon their date of hire.

(b) Contributions and Vesting

The Company provides an employer non-elective safe harbor contribution on behalf of all eligible participants. The contribution is equal to 3% of participants' eligible compensation for the Plan year. The Plan may be amended to reduce or suspend the non-elective safe harbor contribution, with at least a 30 day notice of the reduction or suspension to all eligible participants. The Company matches, on a dollar-for-dollar basis, the first 5% of eligible compensation that participants contribute as employee pre-tax contributions, in addition to the automatic 3% safe harbor contribution. Participants can make Roth after-tax contributions to the Plan in addition to (or in place of) pre-tax contributions. Roth contributions are not subject to tax at the time of withdrawal provided certain conditions are met.

All eligible new employees are subject to the Plan's "auto-enrollment" rate provision which provides for an automatic employee deferral of 3% of their eligible compensation. However, new hires or other participants can elect to decrease or stop their contributions at any time by filing an election with the Plan.

Participants can voluntarily elect to defer up to 75% of their eligible earnings (subject to statutory limits). Participants may also contribute amounts representing distributions from other qualified plans (rollovers). The Company may also make employer regular profit sharing contributions to the Plan. The amount of the employer regular profit sharing contributions, if any, is determined by the Company each year and allocated to all participants who satisfy the eligibility and allocation requirements of the Plan. There were no employer regular profit sharing contributions during 2024.

(1) General Plan Information

(b) Contributions and Vesting

Participants receive a "true-up" contribution following the end of each plan year as necessary to ensure that each participant's employer contribution account has been allocated matching contributions for the Plan year in the amount provided for in Section 4.1(e) of the Plan document, regardless of whether the participant is still employed with the Company on the last day of a Plan year. The true-up is based on a participant's annual compensation and total employee contributions and is credited by the end of the first calendar quarter following the end of a Plan year. During the first calendar quarters of 2025 and 2024 respectively, the Company contributed $ 444,605 and $ 357,088 of match true-ups related to 2024 and 2023 plan years.

Employee contributions and employer non-elective safe harbor contributions are 100% vested immediately. Employer matching contributions and employer regular profit sharing contributions vest in accordance with the following schedule:

Years of Vesting Service	Vesting Percentage
Less than 1 year	0%
1 year but less than 2 years	20%
2 years but less than 3 years	40%
3 years but less than 4 years	60%
4 years but less than 5 years	80%
5 years or more	100%

Contributions are self-directed by the participant to any or all of the Plan's investment options. If a participant does not designate an investment option, their contributions default to an appropriate Target Retirement Fund (as listed in the accompanying Supplemental Schedule) based on the participant's attained age at the time of the deferral.

The total pre-tax participant contributions were limited to $ 23,000 in 2024. The limit will be subject to adjustments to reflect increases in the cost of living pursuant to Section 402(g) of the Code (Code). Participating employees who reached age 50 or older during the Plan year have the opportunity to make pre-tax, catch-up contributions subject to federal limits, which were $ 7,500 in 2024.

(c) Participant Accounts

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

(1) General Plan Information

(d) Trust Agreement

The Plan changed trustee services from The Northern Trust Company (Northern Trust) to State Street Bank and Trust effective January 1, 2024. The transition initiated a blackout period beginning December 28, 2023 at the close of business, and continued to January 5, 2024. During this period, participants could not direct or diversify assets to the participant's individual accounts, obtain loans, or obtain distributions from the plan.

Prior to January 1, 2024, all of the Plan's assets were in a Master Trust held by Northern Trust. The Plan was the only plan in the Master Trust held by Northern Trust as of December 31, 2023. The assets of the Plan are participant-directed investments in mutual funds, collective investment trust funds, and HMEC Common Stock as of December 31, 2024 and 2023.

(e) Transfers, Withdrawals, and Final Distributions

Except for HMEC Common Stock, participants may transfer all or a portion of their account balance between the various investment funds on a daily basis. Participant withdrawals and final distributions (as allowed under the Plan) are permitted on a weekly basis. An administration fee is deducted from the participant's withdrawal proceeds.

Participants are eligible for a distribution of after-tax and rollover contributions at any time. Participants are eligible for a distribution of Plan benefits upon termination of service, whether by disability, retirement, death, or leaving the Company. In the event of financial hardship, as defined in the Plan document, participants may withdraw money from their accounts while they are still employed. Account assets available for hardship withdrawals include vested elective and non-elective contributions, along with the associated earnings on all sources. Participants will still be allowed to contribute to the Plan after taking a hardship withdrawal. Participants who have attained age 59 ½ may request a distribution of all or a portion of the value of their account balance. Withdrawals by the participant before attaining age 59 ½ are subject to Internal Revenue Service (IRS) penalties.

Participants that die during a period of qualified military service (as defined in Code Section 414(u)), become fully vested and the participant's survivors are entitled to any additional benefits (other than contributions relating to the period of qualified military service, but including vested service credit for such period and ancillary life insurance or other survivor benefits) that would have been provided under the Plan had the participant resumed employment on the day preceding the participant's death and then terminated employment on account of death.

(1) General Plan Information

(f) Forfeitures

Participants' forfeited unvested accounts are used to pay Plan administrative expenses, reinstate accrued benefits, and reduce Company contributions. As of December 31, 2024 and 2023, forfeited unvested accounts available were $ 239,841 and $ 39,753, respectively. In 2024, the Company applied $405,000 of forfeitures against Company contributions and administrative expenses.

(g) Notes Receivable from Participants

Participants may borrow a minimum of $ 1,000 up to a maximum of 50% of their vested account balance but no more than $ 50,000. The minimum term for a loan is 12 months and the maximum is 60 months (180 months for primary residence loans). Effective January 1, 2019 the Plan began allowing only one outstanding loan at any time. Participants that currently had two loans outstanding prior to January 1, 2019 can continue to make loan payments through payroll deductions on both loans until they are paid off. Both loans will need to be paid off before taking a new loan. A loan administrative fee is deducted from the participant's loan proceeds. Interest rates charged on loans ranged from 3.25% to 9.50% during both December 31, 2024 and December 31, 2023. The loans are secured by the balance in the participant's account and are carried at amortized cost. Principal and interest is paid ratably through monthly payroll deductions. Participants may also make additional payments throughout the month directly to the record keeper.

(g) Termination

Although it has not expressed any intent to do so, the Company has the right to terminate the Plan at any time, subject to the provisions of ERISA. In the event of a Plan termination, participants become fully vested in their accounts.

(3) Summary of Significant Accounting Policies

(f) Basis of Accounting

The accompanying financial statements have been prepared using the accrual basis of accounting. All investments held by the Plan are required to be reported at fair value.

(g) Investment Valuation and Income Recognition

Investments are measured at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. See Note 5 for discussion of fair value measurements. Purchases and sales of securities are recorded on a trade-date basis. Interest income is recorded as earned on an accrual basis. Dividend income is recognized when dividends are declared and paid.

(2) Summary of Significant Accounting Policies

(c) Short-term Investments

Short-term investments are comprised of money market funds. The money market funds are valued at the daily closing price as reported by the fund. These funds are required to publish their daily net asset value (NAV) and to transact at that price.

(h) Net Appreciation of Investments

In the Statement of Changes in Net Assets Available for Benefits, the Plan presents the net appreciation in the fair value amount of its investments which consists of realized gains or losses and unrealized appreciation on those investments.

(e) Plan Expenses

The Plan pays administrative expenses, consisting primarily of recordkeeping, trustee, audit, and legal fees. All investment fees have been included in the quarterly performance gains or losses reported for individual Plan funds.

Quarterly general administrative fees are charged to participant accounts with balances over $ 1,000. Individual service fees associated with specific features or services offered under the Plan are charged separately to participants' accounts.

(f) Benefits Paid to Participants

Benefits paid to participants in cash are reported when paid. Common stock distributions to participants are recorded at fair value when distributed.

(i) Use of Estimates

The preparation of the Plan's financial statements in conformity with accounting principles generally accepted in the United States of America (GAAP) requires the Plan Administrator to make estimates and assumptions that affect (1) the reported amounts of net assets available for benefits at the date of the financial statements and (2) the reported amounts of changes in net assets available for benefits during the reporting period. Actual results could differ from those estimates.

(j) Risks and Uncertainties

The Plan provides for investments in collective trust funds, mutual funds, and HMEC common stock. Investment securities are exposed to various risks including, but not limited to, interest rate, market and credit risks. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect participant account balances and the amounts reported in the Statements of Net Assets Available for Benefits.

(2) Summary of Significant Accounting Policies

(i) Subsequent Events

The Plan has evaluated subsequent events through, July 10, 2025, the date these financial statements were available to be issued.

(3) Investments

(a) Collective Investment Trust Funds

The Plan's investments in collective investment trust fund units of ownership are based on the Plan's dollar amount invested as a multiple of the collective trusts' net asset value (NAV). Investments are carried at fair value. The fair value of investments is based upon the NAVs of the underlying securities allocated on a pro rata basis based on units in the collective investment trust fund. Management's estimate of the fair value of these investments is based on estimates provided by the Trustee. The investments of the underlying collective investment trust funds, which were valued at fair value, included stable value investment contracts, fixed income instruments, money market instruments, common stock, and depositary receipts. There are no restrictions on redemptions.

(b) Mutual Funds

The Plan's investments in mutual funds are valued at the daily closing prices as reported by the fund. Mutual funds held by the Plan are open-end mutual funds that are registered with the Securities and Exchange Commission. These funds are required to publish their daily NAV and to transact at that price. The mutual funds of the Plan are deemed to be actively traded. There are no restrictions on redemptions.

(c) HMEC Common Stock

The Plan's HMEC Common Stock as of December 31, 2024 and 2023 consisted of 8,008 units and 8,697 units, respectively, of HMEC common stock, which is traded on the New York Stock Exchange under the symbol HMN. Participants are not permitted to purchase additional shares of HMEC Company Stock and dividends are not permitted to be invested in HMEC Common Stock.

(4) Certified Investments

Certain information related to investments and notes receivable from participants disclosed in the accompanying financial statements and ERISA-required supplemental schedule, including investments held and notes receivable from participants at December 31, 2024 and 2023, and net appreciation in fair value of investments, interest and dividends for the year ended December 31, 2024, was obtained by management and agreed to or derived from information certified as complete and accurate by State Street Bank and Trust at December 31, 2024 and Northern Trust at December 31, 2023. The following is a summary of such information:

	2024	2023
Investments at fair value	$ 262,057,054	$ 242,192,979
Notes receivable from participants	3,428,993	3,196,754
Net appreciation in fair value of investments	30,220,748	
Interest	46	
Dividends	829,585	
Interest income on notes receivable from participants	225,951	

(5) Fair Value of Financial Instruments

Fair value is defined as the exchange price that would be received for an asset or paid to transfer a liability (an exit price) in the principal or most advantageous market for the asset or liability in an orderly transaction between knowledgeable, unrelated and willing market participants on the measurement date. In determining fair value, the Plan utilizes valuation techniques that maximize the use of observable inputs and minimize the use of unobservable inputs. The three levels of inputs that may be used to measure fair value are:

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

Level 2 Unadjusted observable inputs other than Level 1 prices such as quoted prices for similar assets or liabilities; quoted prices in markets that are not active; or other inputs that are observable or can be corroborated by observable market data for the assets or liabilities. Level 2 assets and liabilities include fixed maturity securities with quoted prices that are traded less frequently than exchange-traded instruments.

Level 3 Unobservable inputs that are supported by little or no market activity and that are significant to the fair value of the assets or liabilities. Level 3 assets and liabilities include financial instruments whose value is determined using pricing models, discounted cash flow methodologies, or similar techniques, as well as instruments for which the determination of fair value requires significant management judgment or estimation.

(5) Fair Value of Financial Instruments

When the inputs used to measure fair value fall within different levels of the hierarchy, the level within which fair value measurement is categorized is based on the lowest level input that is significant to the fair value measurement in its entirety. As a result, a Level 3 fair value measurement may include inputs that are observable (Level 1 or Level 2) and unobservable (Level 3). Transfers into or out of Level 3 are reported as having occurred at the end of the reporting period in which the transfers were determined. There were no transfers into or out of Level 3 in either 2024 or 2023, respectively.

The following table sets forth by level, within the fair value hierarchy, the Plan's investments carried at fair value in the accompanying Statements of Net Assets Available for Benefits as of December 31, 2024 and 2023:

	Investments at Fair Value as of December 31, 2024			
	Level 1	**Level 2**	**Level 3**	**Total**
HMEC Common Stock	$ 1,138,056	$ -	$ -	$ 1,138,056
Collective investment trust funds	-	259,593,936	-	259,593,936
Mutual funds	1,325,062	-	-	1,325,062
Total investments, at fair value	$ 2,463,118	$ 259,593,936	$ -	$ 262,057,054

	Investments at Fair Value as of December 31, 2023			
	Level 1	**Level 2**	**Level 3**	**Total**
HMEC Common Stock	$ 1,000,618	$ -	$ -	$ 1,000,618
Collective investment trust funds	-	239,853,599	-	239,853,599
Mutual funds	1,338,762	-	-	1,338,762
Total investments, at fair value	$ 2,339,380	$ 239,853,599	$ -	$ 242,192,979

(6) Reconciliation of Financial Statements to Form 5500

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

	2024	2023
Net assets available for benefits per the financial statements	$ 265,871,608	$ 245,669,503
Amounts allocated to deemed distributed loans	(36,562)	(28,729)
Net assets available for benefits per the Form 5500	$ 265,835,046	$ 245,640,774

The following is a reconciliation of benefits paid to participants per the financial statements for the year ended December 31, 2024 to Form 5500:

Benefits paid to participants in cash	$ 34,385,670
Add: amounts allocated to deemed distributed loans at December 31, 2024	36,562
Less: amounts allocated to deemed distributed loans at December 31, 2023	(28,729)
Benefits paid to participants per the Form 5500	$ 34,393,503

(7) Income Tax Status

The Plan has received a determination letter from the Internal Revenue Service dated December 13, 2017, stating that the Plan is qualified under Section 401(a) of 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, as amended, is qualified and the related trust is tax exempt.

GAAP requires Plan management to evaluate tax positions taken by the Plan and recognize a tax liability (or asset) if the Plan has taken an uncertain position that more likely than not would not be sustained upon examination by the IRS. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

(8) Related Party and Party-in-Interest Transactions

The Company provides staffing, building space, and supplies at no cost to the Plan. Included in the Plan's assets held are units of HMEC common stock. Transactions of these shares qualify as party-in-interest transactions. Future contributions to invest in HMEC Common Stock are frozen.

Transamerica Retirement Solutions provides certain administrative services to the Plan pursuant to a Pension Services Agreement between the Company and Transamerica Retirement Solutions. Transamerica Retirement Solutions and/or its affiliates receives indirect compensation from investment options available within the Plan. This revenue is deposited in the Plan in an Expense Budget Account. The Expense budget account is also credited with quarterly fees directly charged to participant accounts with balances greater than $ 1,000. Annual required revenue amounts as stated in the Pension Services Agreement are paid to Transamerica out with the funds from the Expense Budget Account and qualify as party-in-interest transactions. On a quarterly basis, the Company may direct Transamerica Retirement services to reimburse the Company or directly pay a third party for reasonable plan-related expenses. At the end of the plan year, the Company may direct Transamerica Retirement Services to allocated the balance in the Expense Budget Account to participant accounts on a pro-rata basis based on the participant account balances. The balance of the Expense Budget account was $ 123,141 and $ 86,580 at December 31, 2024 and 2023, respectively. The Expense budget account was credited with $ 405,292 during the year ended December 31, 2024 and $ 371,176 of Plan expenses were paid out of the account.

Supplemental Schedule

Horace Mann Service Corporation
Horace Mann 401(k) Plan
Schedule H, Line 4i – Schedule of Assets (Held at End of Year)
December 31, 2024

EIN: 37-0972590
Plan: 004

(a)	(b) Identify of issue, borrower, lessor or similar party	(c) Description of Investment	(d) Cost	(e) Current Value
	Collective investment trust funds:			
*	State Street	S & P 500 Index SL Class II	**	$ 39,499,089
	JP Morgan Chase Bank, NA	U. S. Active Core Equity CF	**	26,623,630
	Goldman Sachs	Stable Value Fund Collective Trust Institutional I	**	25,232,372
*	State Street	Target Retirement 2035 SL Class VI	**	22,480,984
*	State Street	Target Retirement 2030 SL Class VI	**	20,915,024
*	State Street	Target Retirement 2045 SL Class VI	**	16,929,672
	State Street	Target Retirement 2040 SL Class VI	**	14,685,463
*	State Street	Target Russell Small/Mid Cap Index SL Class II	**	12,951,778
	Wellington Trust Company, NA	CIF II SMID Cap Research Equity Series	**	12,325,426
*	State Street	Target Retirement 2025 SL Class VI	**	10,931,638
*	State Street	Target Retirement 2050 SL Class VI	**	10,701,655
*	State Street	Global All Cap Ex-USA Index SL Class II	**	9,919,615
*	State Street	Target Retirement 2055 SL Class VI	**	9,644,705
*	State Street	U.S. Bond Index SL Class XIV	**	6,166,982
	State Street	Target Retirement 2060 SL Class VI	**	5,563,986
	Prudential	Core Plus Bond Fund Class 5	**	5,300,884
*	State Street	Target Retirement Income SL Class VI	**	3,031,851
	Wellington Trust Company, NA	WTF-CIF II Intl Opp S 4 Portfolio	**	3,004,529
*	State Street	Target Retirement 2020 SL Class VI	**	2,350,322
*	State Street	Target Retirement 2065 SL Class VI	**	1,334,331
	Total collective investment trust funds			259,593,936
	Mutual funds:			
	Pimco	Inflation Responsive Multi Asset Fund Institutional	**	1,325,062
	Total mutual funds			1,325,062
*	Horace Mann Educators Corp.	Common Stock	**	1,138,056
	Total investments			$ 262,057,054

Participants Loans (392 loans, interest rates ranging from 3.25% to 9.50%, maturing January 1, 2025 to October 01, 2038)	$ 3,428,993

**Represents a party-in-interest.*

***All investments are participant-directed; therefore, historical cost information is not required.*

See accompanying independent auditors' report

Financial Statements
and
Supplemental Schedule

Horace Mann 401(k) Plan

December 31, 2024 and 2023

(With Independent Auditors' Report Thereon)

EIN #37-0972590
Plan #004

Horace Mann 401(k) Plan

Financial Statements and Supplemental Schedule

Years ended December 31, 2024 and 2023

Table of Contents

Kerber, Eck & Braeckel LLP
3200 Robbins Road
Suite 200A
Springfield, IL 62704
P 217.789.0960
F 217.789.2822

Independent Auditors' Report

Horace Mann Pension Administrative Committee
Horace Mann 401(k) Plan

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

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

Management, having determined it is permissible in the circumstances, has elected to have the audits of Horace Mann 401(k) 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 qualified institutions as of December 31, 2024 and 2023, and for the year ended December 31, 2024, stating that the certified investment information, as described in Note 4 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 accounting principles generally accepted in the United States of America.

- The information in the accompanying financial statements related to assets held by and certified to by qualified institutions agree to, or are derived from, in all material respects, the information prepared and certified by institutions that management determined meet 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 Horace Mann 401(k) Plan and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our ERISA Section 103(a)(3)(C) audit opinion.

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

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about Horace Mann 401(k) Plan's ability to continue as a going concern for one year after the date that the financial statements are issued.

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

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 of the Financial Statements 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 Horace Mann 401(k) 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 Horace Mann 401(k) Plan's ability to continue as a going concern for a reasonable period of time.

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

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

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

Other Matters - Supplemental Schedule Required by ERISA

The supplemental 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 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).

Kerber, Eck + Braeckel LLP

Springfield, Illinois
July 10, 2025

Horace Mann 401(k) Plan

Statements of Net Assets Available for Benefits
December 31, 2024 and 2023

	2024	2023
Assets:		
Investments at fair value	$ 262,057,054	$ 242,192,979
Receivables:		
Employer contributions	444,605	357,088
Notes receivable from participants	3,465,555	3,225,483
Total receivables	3,910,160	3,582,571
Accrued interest	-	67,175
Total assets	265,967,214	245,842,725
Liabilities:		
Accrued administrative expenses	95,606	173,222
Net assets available for benefits	$ 265,871,608	$ 245,669,503

See accompanying notes to financial statements.

Horace Mann 401(k) Plan

Statement of Changes in Net Assets Available for Benefits
Year Ended December 31, 2024

Additions:	
Investment income:	
Net appreciation in fair value of investments	$ 30,220,748
Interest	46
Dividends	829,585
Total investment income	31,050,379
Interest income on notes receivable from participants	225,951
Contributions:	
Employer	10,473,910
Participants	11,913,546
Rollovers	1,216,563
Total contributions	23,604,019
Total additions	54,880,349
Deductions:	
Benefits paid to participants	34,385,670
Administrative expenses	292,574
Total deductions	34,678,244
Net increase	20,202,105
Net assets available for benefits:	
Beginning of year	245,669,503
End of year	$ 265,871,608

See accompanying notes to financial statements.

(2) General Plan Information

(a) Description of the Plan

The Horace Mann 401(k) Plan (the Plan) is sponsored by Horace Mann Service Corporation (HMSC) which is a wholly owned subsidiary of Horace Mann Educators Corporation (HMEC). HMSC is also the Plan Administrator. HMSC and HMEC are collectively referred to as the Company. The following brief description of the Plan is provided for general information purposes. Participants should refer to the actual Plan document or the employee summary plan description for additional information.

The Plan is a defined contribution 401(k) plan covering all eligible employees of the Company. Eligible employees are any employee of the Company excluding union employees, leased employees, independent contractors, nonresident aliens and temporary employees. It is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA), as amended.

Effective January 1, 2023, the Plan was amended with respect to employees' contribution rate for pre-tax contributions or Roth contributions. Eligible employees who desire to have pre-tax contributions or Roth contributions, or a combination of both, may contribute up to 75% of pre-tax compensation, or post tax compensation to the extent the Participant affirmatively elects a Roth contribution.

The Company's employees become eligible to participate in the Plan upon their date of hire.

(b) Contributions and Vesting

The Company provides an employer non-elective safe harbor contribution on behalf of all eligible participants. The contribution is equal to 3% of participants' eligible compensation for the Plan year. The Plan may be amended to reduce or suspend the non-elective safe harbor contribution, with at least a 30 day notice of the reduction or suspension to all eligible participants. The Company matches, on a dollar-for-dollar basis, the first 5% of eligible compensation that participants contribute as employee pre-tax contributions, in addition to the automatic 3% safe harbor contribution. Participants can make Roth after-tax contributions to the Plan in addition to (or in place of) pre-tax contributions. Roth contributions are not subject to tax at the time of withdrawal provided certain conditions are met.

All eligible new employees are subject to the Plan's "auto-enrollment" rate provision which provides for an automatic employee deferral of 3% of their eligible compensation. However, new hires or other participants can elect to decrease or stop their contributions at any time by filing an election with the Plan.

Participants can voluntarily elect to defer up to 75% of their eligible earnings (subject to statutory limits). Participants may also contribute amounts representing distributions from other qualified plans (rollovers). The Company may also make employer regular profit sharing contributions to the Plan. The amount of the employer regular profit sharing contributions, if any, is determined by the Company each year and allocated to all participants who satisfy the eligibility and allocation requirements of the Plan. There were no employer regular profit sharing contributions during 2024.

(1) General Plan Information

(b) Contributions and Vesting

Participants receive a "true-up" contribution following the end of each plan year as necessary to ensure that each participant's employer contribution account has been allocated matching contributions for the Plan year in the amount provided for in Section 4.1(e) of the Plan document, regardless of whether the participant is still employed with the Company on the last day of a Plan year. The true-up is based on a participant's annual compensation and total employee contributions and is credited by the end of the first calendar quarter following the end of a Plan year. During the first calendar quarters of 2025 and 2024 respectively, the Company contributed $ 444,605 and $ 357,088 of match true-ups related to 2024 and 2023 plan years.

Employee contributions and employer non-elective safe harbor contributions are 100% vested immediately. Employer matching contributions and employer regular profit sharing contributions vest in accordance with the following schedule:

Years of Vesting Service	Vesting Percentage
Less than 1 year	0%
1 year but less than 2 years	20%
2 years but less than 3 years	40%
3 years but less than 4 years	60%
4 years but less than 5 years	80%
5 years or more	100%

Contributions are self-directed by the participant to any or all of the Plan's investment options. If a participant does not designate an investment option, their contributions default to an appropriate Target Retirement Fund (as listed in the accompanying Supplemental Schedule) based on the participant's attained age at the time of the deferral.

The total pre-tax participant contributions were limited to $ 23,000 in 2024. The limit will be subject to adjustments to reflect increases in the cost of living pursuant to Section 402(g) of the Code (Code). Participating employees who reached age 50 or older during the Plan year have the opportunity to make pre-tax, catch-up contributions subject to federal limits, which were $ 7,500 in 2024.

(c) Participant Accounts

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

(1) General Plan Information

(d) Trust Agreement

The Plan changed trustee services from The Northern Trust Company (Northern Trust) to State Street Bank and Trust effective January 1, 2024. The transition initiated a blackout period beginning December 28, 2023 at the close of business, and continued to January 5, 2024. During this period, participants could not direct or diversify assets to the participant's individual accounts, obtain loans, or obtain distributions from the plan.

Prior to January 1, 2024, all of the Plan's assets were in a Master Trust held by Northern Trust. The Plan was the only plan in the Master Trust held by Northern Trust as of December 31, 2023. The assets of the Plan are participant-directed investments in mutual funds, collective investment trust funds, and HMEC Common Stock as of December 31, 2024 and 2023.

(e) Transfers, Withdrawals, and Final Distributions

Except for HMEC Common Stock, participants may transfer all or a portion of their account balance between the various investment funds on a daily basis. Participant withdrawals and final distributions (as allowed under the Plan) are permitted on a weekly basis. An administration fee is deducted from the participant's withdrawal proceeds.

Participants are eligible for a distribution of after-tax and rollover contributions at any time. Participants are eligible for a distribution of Plan benefits upon termination of service, whether by disability, retirement, death, or leaving the Company. In the event of financial hardship, as defined in the Plan document, participants may withdraw money from their accounts while they are still employed. Account assets available for hardship withdrawals include vested elective and non-elective contributions, along with the associated earnings on all sources. Participants will still be allowed to contribute to the Plan after taking a hardship withdrawal. Participants who have attained age 59 ½ may request a distribution of all or a portion of the value of their account balance. Withdrawals by the participant before attaining age 59 ½ are subject to Internal Revenue Service (IRS) penalties.

Participants that die during a period of qualified military service (as defined in Code Section 414(u)), become fully vested and the participant's survivors are entitled to any additional benefits (other than contributions relating to the period of qualified military service, but including vested service credit for such period and ancillary life insurance or other survivor benefits) that would have been provided under the Plan had the participant resumed employment on the day preceding the participant's death and then terminated employment on account of death.

(1) General Plan Information

(f) Forfeitures

Participants' forfeited unvested accounts are used to pay Plan administrative expenses, reinstate accrued benefits, and reduce Company contributions. As of December 31, 2024 and 2023, forfeited unvested accounts available were $ 239,841 and $ 39,753, respectively. In 2024, the Company applied $405,000 of forfeitures against Company contributions and administrative expenses.

(g) Notes Receivable from Participants

Participants may borrow a minimum of $ 1,000 up to a maximum of 50% of their vested account balance but no more than $ 50,000. The minimum term for a loan is 12 months and the maximum is 60 months (180 months for primary residence loans). Effective January 1, 2019 the Plan began allowing only one outstanding loan at any time. Participants that currently had two loans outstanding prior to January 1, 2019 can continue to make loan payments through payroll deductions on both loans until they are paid off. Both loans will need to be paid off before taking a new loan. A loan administrative fee is deducted from the participant's loan proceeds. Interest rates charged on loans ranged from 3.25% to 9.50% during both December 31, 2024 and December 31, 2023. The loans are secured by the balance in the participant's account and are carried at amortized cost. Principal and interest is paid ratably through monthly payroll deductions. Participants may also make additional payments throughout the month directly to the record keeper.

(g) Termination

Although it has not expressed any intent to do so, the Company has the right to terminate the Plan at any time, subject to the provisions of ERISA. In the event of a Plan termination, participants become fully vested in their accounts.

(3) Summary of Significant Accounting Policies

(f) Basis of Accounting

The accompanying financial statements have been prepared using the accrual basis of accounting. All investments held by the Plan are required to be reported at fair value.

(g) Investment Valuation and Income Recognition

Investments are measured at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. See Note 5 for discussion of fair value measurements. Purchases and sales of securities are recorded on a trade-date basis. Interest income is recorded as earned on an accrual basis. Dividend income is recognized when dividends are declared and paid.

(2) Summary of Significant Accounting Policies

(c) Short-term Investments

Short-term investments are comprised of money market funds. The money market funds are valued at the daily closing price as reported by the fund. These funds are required to publish their daily net asset value (NAV) and to transact at that price.

(h) Net Appreciation of Investments

In the Statement of Changes in Net Assets Available for Benefits, the Plan presents the net appreciation in the fair value amount of its investments which consists of realized gains or losses and unrealized appreciation on those investments.

(e) Plan Expenses

The Plan pays administrative expenses, consisting primarily of recordkeeping, trustee, audit, and legal fees. All investment fees have been included in the quarterly performance gains or losses reported for individual Plan funds.

Quarterly general administrative fees are charged to participant accounts with balances over $ 1,000. Individual service fees associated with specific features or services offered under the Plan are charged separately to participants' accounts.

(f) Benefits Paid to Participants

Benefits paid to participants in cash are reported when paid. Common stock distributions to participants are recorded at fair value when distributed.

(i) Use of Estimates

The preparation of the Plan's financial statements in conformity with accounting principles generally accepted in the United States of America (GAAP) requires the Plan Administrator to make estimates and assumptions that affect (1) the reported amounts of net assets available for benefits at the date of the financial statements and (2) the reported amounts of changes in net assets available for benefits during the reporting period. Actual results could differ from those estimates.

(j) Risks and Uncertainties

The Plan provides for investments in collective trust funds, mutual funds, and HMEC common stock. Investment securities are exposed to various risks including, but not limited to, interest rate, market and credit risks. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect participant account balances and the amounts reported in the Statements of Net Assets Available for Benefits.

(2) Summary of Significant Accounting Policies

(i) Subsequent Events

The Plan has evaluated subsequent events through, July 10, 2025, the date these financial statements were available to be issued.

(3) Investments

(a) Collective Investment Trust Funds

The Plan's investments in collective investment trust fund units of ownership are based on the Plan's dollar amount invested as a multiple of the collective trusts' net asset value (NAV). Investments are carried at fair value. The fair value of investments is based upon the NAVs of the underlying securities allocated on a pro rata basis based on units in the collective investment trust fund. Management's estimate of the fair value of these investments is based on estimates provided by the Trustee. The investments of the underlying collective investment trust funds, which were valued at fair value, included stable value investment contracts, fixed income instruments, money market instruments, common stock, and depositary receipts. There are no restrictions on redemptions.

(b) Mutual Funds

The Plan's investments in mutual funds are valued at the daily closing prices as reported by the fund. Mutual funds held by the Plan are open-end mutual funds that are registered with the Securities and Exchange Commission. These funds are required to publish their daily NAV and to transact at that price. The mutual funds of the Plan are deemed to be actively traded. There are no restrictions on redemptions.

(c) HMEC Common Stock

The Plan's HMEC Common Stock as of December 31, 2024 and 2023 consisted of 8,008 units and 8,697 units, respectively, of HMEC common stock, which is traded on the New York Stock Exchange under the symbol HMN. Participants are not permitted to purchase additional shares of HMEC Company Stock and dividends are not permitted to be invested in HMEC Common Stock.

(4) Certified Investments

Certain information related to investments and notes receivable from participants disclosed in the accompanying financial statements and ERISA-required supplemental schedule, including investments held and notes receivable from participants at December 31, 2024 and 2023, and net appreciation in fair value of investments, interest and dividends for the year ended December 31, 2024, was obtained by management and agreed to or derived from information certified as complete and accurate by State Street Bank and Trust at December 31, 2024 and Northern Trust at December 31, 2023. The following is a summary of such information:

	2024	2023
Investments at fair value	$ 262,057,054	$ 242,192,979
Notes receivable from participants	3,428,993	3,196,754
Net appreciation in fair value of investments	30,220,748	
Interest	46	
Dividends	829,585	
Interest income on notes receivable from participants	225,951	

(5) Fair Value of Financial Instruments

Fair value is defined as the exchange price that would be received for an asset or paid to transfer a liability (an exit price) in the principal or most advantageous market for the asset or liability in an orderly transaction between knowledgeable, unrelated and willing market participants on the measurement date. In determining fair value, the Plan utilizes valuation techniques that maximize the use of observable inputs and minimize the use of unobservable inputs. The three levels of inputs that may be used to measure fair value are:

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

Level 2 Unadjusted observable inputs other than Level 1 prices such as quoted prices for similar assets or liabilities; quoted prices in markets that are not active; or other inputs that are observable or can be corroborated by observable market data for the assets or liabilities. Level 2 assets and liabilities include fixed maturity securities with quoted prices that are traded less frequently than exchange-traded instruments.

Level 3 Unobservable inputs that are supported by little or no market activity and that are significant to the fair value of the assets or liabilities. Level 3 assets and liabilities include financial instruments whose value is determined using pricing models, discounted cash flow methodologies, or similar techniques, as well as instruments for which the determination of fair value requires significant management judgment or estimation.

(5) Fair Value of Financial Instruments

When the inputs used to measure fair value fall within different levels of the hierarchy, the level within which fair value measurement is categorized is based on the lowest level input that is significant to the fair value measurement in its entirety. As a result, a Level 3 fair value measurement may include inputs that are observable (Level 1 or Level 2) and unobservable (Level 3). Transfers into or out of Level 3 are reported as having occurred at the end of the reporting period in which the transfers were determined. There were no transfers into or out of Level 3 in either 2024 or 2023, respectively.

The following table sets forth by level, within the fair value hierarchy, the Plan's investments carried at fair value in the accompanying Statements of Net Assets Available for Benefits as of December 31, 2024 and 2023:

	Investments at Fair Value as of December 31, 2024			
	Level 1	Level 2	Level 3	Total
HMEC Common Stock	$ 1,138,056	$ -	$ -	$ 1,138,056
Collective investment trust funds	-	259,593,936	-	259,593,936
Mutual funds	1,325,062	-	-	1,325,062
Total investments, at fair value	$ 2,463,118	$ 259,593,936	$ -	$ 262,057,054

	Investments at Fair Value as of December 31, 2023			
	Level 1	Level 2	Level 3	Total
HMEC Common Stock	$ 1,000,618	$ -	$ -	$ 1,000,618
Collective investment trust funds	-	239,853,599	-	239,853,599
Mutual funds	1,338,762	-	-	1,338,762
Total investments, at fair value	$ 2,339,380	$ 239,853,599	$ -	$ 242,192,979

(6) Reconciliation of Financial Statements to Form 5500

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

	2024	2023
Net assets available for benefits per the financial statements	$ 265,871,608	$ 245,669,503
Amounts allocated to deemed distributed loans	(36,562)	(28,729)
Net assets available for benefits per the Form 5500	$ 265,835,046	$ 245,640,774

The following is a reconciliation of benefits paid to participants per the financial statements for the year ended December 31, 2024 to Form 5500:

Benefits paid to participants in cash	$ 34,385,670
Add: amounts allocated to deemed distributed loans at December 31, 2024	36,562
Less: amounts allocated to deemed distributed loans at December 31, 2023	(28,729)
Benefits paid to participants per the Form 5500	$ 34,393,503

(7) Income Tax Status

The Plan has received a determination letter from the Internal Revenue Service dated December 13, 2017, stating that the Plan is qualified under Section 401(a) of 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, as amended, is qualified and the related trust is tax exempt.

GAAP requires Plan management to evaluate tax positions taken by the Plan and recognize a tax liability (or asset) if the Plan has taken an uncertain position that more likely than not would not be sustained upon examination by the IRS. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

(8) Related Party and Party-in-Interest Transactions

The Company provides staffing, building space, and supplies at no cost to the Plan. Included in the Plan's assets held are units of HMEC common stock. Transactions of these shares qualify as party-in-interest transactions. Future contributions to invest in HMEC Common Stock are frozen.

Transamerica Retirement Solutions provides certain administrative services to the Plan pursuant to a Pension Services Agreement between the Company and Transamerica Retirement Solutions. Transamerica Retirement Solutions and/or its affiliates receives indirect compensation from investment options available within the Plan. This revenue is deposited in the Plan in an Expense Budget Account. The Expense budget account is also credited with quarterly fees directly charged to participant accounts with balances greater than $ 1,000. Annual required revenue amounts as stated in the Pension Services Agreement are paid to Transamerica out with the funds from the Expense Budget Account and qualify as party-in-interest transactions. On a quarterly basis, the Company may direct Transamerica Retirement services to reimburse the Company or directly pay a third party for reasonable plan-related expenses. At the end of the plan year, the Company may direct Transamerica Retirement Services to allocated the balance in the Expense Budget Account to participant accounts on a pro-rata basis based on the participant account balances. The balance of the Expense Budget account was $ 123,141 and $ 86,580 at December 31, 2024 and 2023, respectively. The Expense budget account was credited with $ 405,292 during the year ended December 31, 2024 and $ 371,176 of Plan expenses were paid out of the account.

Supplemental Schedule

Horace Mann Service Corporation
Horace Mann 401(k) Plan
Schedule H, Line 4i – Schedule of Assets (Held at End of Year)
December 31, 2024

EIN: 37-0972590
Plan: 004

(a)	(b) Identify of issue, borrower, lessor or similar party	(c) Description of Investment	(d) Cost	(e) Current Value
	Collective investment trust funds:			
*	State Street	S & P 500 Index SL Class II	**	$ 39,499,089
	JP Morgan Chase Bank, NA	U. S. Active Core Equity CF	**	26,623,630
	Goldman Sachs	Stable Value Fund Collective Trust Institutional I	**	25,232,372
*	State Street	Target Retirement 2035 SL Class VI	**	22,480,984
*	State Street	Target Retirement 2030 SL Class VI	**	20,915,024
*	State Street	Target Retirement 2045 SL Class VI	**	16,929,672
	State Street	Target Retirement 2040 SL Class VI	**	14,685,463
*	State Street	Target Russell Small/Mid Cap Index SL Class II	**	12,951,778
	Wellington Trust Company, NA	CIF II SMID Cap Research Equity Series	**	12,325,426
*	State Street	Target Retirement 2025 SL Class VI	**	10,931,638
*	State Street	Target Retirement 2050 SL Class VI	**	10,701,655
*	State Street	Global All Cap Ex-USA Index SL Class II	**	9,919,615
*	State Street	Target Retirement 2055 SL Class VI	**	9,644,705
*	State Street	U.S. Bond Index SL Class XIV	**	6,166,982
	State Street	Target Retirement 2060 SL Class VI	**	5,563,986
	Prudential	Core Plus Bond Fund Class 5	**	5,300,884
*	State Street	Target Retirement Income SL Class VI	**	3,031,851
	Wellington Trust Company, NA	WTF-CIF II Intl Opp S 4 Portfolio	**	3,004,529
*	State Street	Target Retirement 2020 SL Class VI	**	2,350,322
*	State Street	Target Retirement 2065 SL Class VI	**	1,334,331
	Total collective investment trust funds			259,593,936
	Mutual funds:			
	Pimco	Inflation Responsive Multi Asset Fund Institutional	**	1,325,062
	Total mutual funds			1,325,062
*	Horace Mann Educators Corp.	Common Stock	**	1,138,056
	Total investments			$ 262,057,054
	Participants Loans (392 loans, interest rates ranging from 3.25% to 9.50%, maturing January 1, 2025 to October 01, 2038)			$ 3,428,993

**Represents a party-in-interest.*

***All investments are participant-directed; therefore, historical cost information is not required.*

See accompanying independent auditors' report