

Form 5500

Annual Return/Report of Employee Benefit Plan

OMB Nos. 1210-0110 1210-0089

2024

This Form is Open to Public Inspection

Department of the Treasury Internal Revenue Service

Department of Labor Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code).

Complete all entries in accordance with the instructions to the Form 5500.

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, a single-employer plan, a DFE, etc.
B This return/report is: the first return/report, the final return/report, an amended return/report, a short plan year return/report, etc.
C If the plan is a collectively-bargained plan, check here.
D Check box if filing under: Form 5558, automatic extension, the DFVC program, special extension, etc.
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: THE LAW COMPANY, INC. EMPLOYEE STOCK OWNERSHIP PLAN
1b Three-digit plan number (PN): 001
1c Effective date of plan: 01/01/1978
2a Plan sponsor's name (employer, if for a single-employer plan): THE LAW COMPANY, INC.
2b Employer Identification Number (EIN): 48-0648736
2c Plan Sponsor's telephone number: 316-268-0200
2d Business code (see instructions): 236200

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.

Table with 4 columns: SIGN HERE, Signature, Date, and Name. Rows include plan administrator, employer/plan sponsor, and DFE.

For Paperwork Reduction Act Notice, see the Instructions for Form 5500.

Form 5500 (2024) v. 240311

| | | |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------|-----|
| 3a Plan administrator's name and address <input checked="" type="checkbox"/> Same as Plan Sponsor | 3b Administrator's EIN | |
| | 3c Administrator's telephone number | |
| | | |
| 4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report: a Sponsor's name c Plan Name | 4b EIN | |
| | 4d PN | |
| 5 Total number of participants at the beginning of the plan year | 5 | 157 |
| 6 Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines 6a(1) , 6a(2) , 6b , 6c , and 6d). a(1) Total number of active participants at the beginning of the plan year a(2) Total number of active participants at the end of the plan year b Retired or separated participants receiving benefits..... c Other retired or separated participants entitled to future benefits d Subtotal. Add lines 6a(2) , 6b , and 6c e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits. f Total. Add lines 6d and 6e g(1) Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item) g(2) Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item) h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested..... | 6a(1) | 104 |
| | 6a(2) | 95 |
| | 6b | 14 |
| | 6c | 61 |
| | 6d | 170 |
| | 6e | |
| | 6f | 170 |
| | 6g(1) | 151 |
| | 6g(2) | 156 |
| 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:
2I 2O 2Q

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

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

a Pension Schedules

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

b General Schedules

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

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

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

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

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

11c Enter the Receipt Confirmation Code for the 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) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small> | Service Provider Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ File as an attachment to Form 5500. | <small>OMB No. 1210-0110</small> 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 THE LAW COMPANY, INC. EMPLOYEE STOCK OWNERSHIP PLAN | B Three-digit plan number (PN) ▶ | 001 |
| C Plan sponsor's name as shown on line 2a of Form 5500 THE LAW COMPANY, INC. | D Employer Identification Number (EIN) 48-0648736 | |

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)

MIDWEST TRUST COMPANY

48-1138946

| (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? |
|------------------------|---------------------------------------------------------------------------------------------------|------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------|
| 28 50 19 | NONE | 15322 | Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> | Yes <input type="checkbox"/> No <input type="checkbox"/> | | Yes <input type="checkbox"/> No <input type="checkbox"/> |

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

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

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

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

Part I Service Provider Information (continued)

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

| | | |
|----------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------|
| (a) Enter service provider name as it appears on line 2 | (b) Service Codes (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 H (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small> | 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. | <small>OMB No. 1210-0110</small> 2024 This Form is Open to Public Inspection |
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| | |
|----------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------|
| For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024 | |
| A Name of plan THE LAW COMPANY, INC. EMPLOYEE STOCK OWNERSHIP PLAN | B Three-digit plan number (PN) ▶ 001 |
| C Plan sponsor's name as shown on line 2a of Form 5500 THE LAW COMPANY, INC. | D Employer Identification Number (EIN) 48-0648736 |

| | |
|---------------|--------------------------------------|
| 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.

| | | (a) Beginning of Year | (b) End of Year |
|----------------------------------------------------------------------------------------------------|-----------------|-----------------------|-----------------|
| Assets | | | |
| a Total noninterest-bearing cash | 1a | 1077 | 105 |
| b Receivables (less allowance for doubtful accounts): | | | |
| (1) Employer contributions | 1b(1) | 675253 | 583609 |
| (2) Participant contributions | 1b(2) | | |
| (3) Other | 1b(3) | 1328 | 35 |
| c General investments: | | | |
| (1) Interest-bearing cash (include money market accounts & certificates of deposit) | 1c(1) | 199274 | 25466 |
| (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) | | |
| (9) Value of interest in common/collective trusts | 1c(9) | | |
| (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) | 1236352 | 1182197 |
| (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..... | 7658911 | 7228786 |
| (2) | Employer real property..... | | |
| e | Buildings and other property used in plan operation..... | | |
| f | Total assets (add all amounts in lines 1a through 1e)..... | 9772195 | 9020198 |
| Liabilities | | | |
| g | Benefit claims payable..... | | |
| h | Operating payables..... | | |
| i | Acquisition indebtedness..... | | |
| j | Other liabilities..... | | |
| k | Total liabilities (add all amounts in lines 1g through 1j)..... | 0 | 0 |
| Net Assets | | | |
| l | Net assets (subtract line 1k from line 1f)..... | 9772195 | 9020198 |

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.

| | | (a) Amount | (b) Total |
|---------------|--------------------------------------------------------------------------------------------------------|------------|-----------|
| Income | | | |
| a | Contributions: | | |
| (1) | Received or receivable in cash from: (A) Employers..... | 583609 | |
| | (B) Participants..... | | |
| | (C) Others (including rollovers)..... | | |
| (2) | Noncash contributions..... | | |
| (3) | Total contributions. Add lines 2a(1)(A) , (B) , (C) , and line 2a(2) | | 583609 |
| b | Earnings on investments: | | |
| (1) | Interest: | | |
| | (A) Interest-bearing cash (including money market accounts and certificates of deposit)..... | 22028 | |
| | (B) U.S. Government securities..... | | |
| | (C) Corporate debt instruments..... | | |
| | (D) Loans (other than to participants)..... | | |
| | (E) Participant loans..... | | |
| | (F) Other..... | | |
| | (G) Total interest. Add lines 2b(1)(A) through (F) | | |
| (2) | Dividends: (A) Preferred stock..... | | |
| | (B) Common stock..... | 624692 | |
| | (C) Registered investment company shares (e.g. mutual funds)..... | 58848 | |
| | (D) Total dividends. Add lines 2b(2)(A) , (B) , and (C) | | |
| (3) | Rents..... | | |
| (4) | Net gain (loss) on sale of assets: (A) Aggregate proceeds..... | | |
| | (B) Aggregate carrying amount (see instructions)..... | | |
| | (C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result..... | | |
| (5) | Unrealized appreciation (depreciation) of assets: (A) Real estate..... | | |
| | (B) Other..... | -430125 | |
| | (C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B) | | |

| | | (a) Amount | (b) Total |
|-------------------------------------------------------------------------------------------------|---------------|------------|-----------|
| (6) Net investment gain (loss) from common/collective trusts | 2b(6) | | |
| (7) Net investment gain (loss) from pooled separate accounts | 2b(7) | | |
| (8) Net investment gain (loss) from master trust investment accounts | 2b(8) | | |
| (9) Net investment gain (loss) from 103-12 investment entities | 2b(9) | | |
| (10) Net investment gain (loss) from registered investment companies (e.g., mutual funds) | 2b(10) | | 110948 |
| c Other income | 2c | | |
| d Total income. Add all income amounts in column (b) and enter total..... | 2d | | 970000 |

Expenses

| | | | |
|--------------------------------------------------------------------------------------------|---------------|---------|---------|
| e Benefit payment and payments to provide benefits: | | | |
| (1) Directly to participants or beneficiaries, including direct rollovers..... | 2e(1) | 1706675 | |
| (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) | | 1706675 |
| f Corrective distributions (see instructions) | 2f | | |
| g Certain deemed distributions of participant loans (see instructions)..... | 2g | | |
| h Interest expense..... | 2h | | |
| i Administrative expenses: | | | |
| (1) Salaries and allowances | 2i(1) | | |
| (2) Contract administrator fees | 2i(2) | | |
| (3) Recordkeeping fees | 2i(3) | | |
| (4) IQPA audit fees | 2i(4) | | |
| (5) Investment advisory and investment management fees | 2i(5) | | |
| (6) Bank or trust company trustee/custodial fees | 2i(6) | 15322 | |
| (7) Actuarial fees | 2i(7) | | |
| (8) Legal fees | 2i(8) | | |
| (9) Valuation/appraisal fees | 2i(9) | | |
| (10) Other trustee fees and expenses | 2i(10) | | |
| (11) Other expenses..... | 2i(11) | | |
| (12) Total administrative expenses. Add lines 2i(1) through (11) | 2i(12) | | 15322 |
| j Total expenses. Add all expense amounts in column (b) and enter total..... | 2j | | 1721997 |

Net Income and Reconciliation

| | | | |
|-------------------------------------------------------------------------------|--------------|--|---------|
| k Net income (loss). Subtract line 2j from line 2d | 2k | | -751997 |
| l Transfers of assets: | | | |
| (1) To this plan..... | 2l(1) | | |
| (2) From this plan | 2l(2) | | |

Part III Accountant's Opinion

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

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

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

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

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

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

(1) Name: **GJ & COMPANY, LLC**

(2) EIN: **48-0970195**

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.) | | 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.) | | 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.) | | 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.) | | X | |
| e Was this plan covered by a fidelity bond? | X | | 1000000 |
| f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty? | | 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? | | 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? | | 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.) | 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.) | 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? | | X | |
| l Has the plan failed to provide any benefit when due under the plan? | | X | |
| m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.) | | 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. | | | |

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

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

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

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

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

| | | |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------|
| SCHEDULE R (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small> | 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. | <small>OMB No. 1210-0110</small> 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 <u>THE LAW COMPANY, INC. EMPLOYEE STOCK OWNERSHIP PLAN</u> | B Three-digit plan number (PN) ▶ | <u>001</u> |
| C Plan sponsor's name as shown on line 2a of Form 5500 <u>THE LAW COMPANY, INC.</u> | D Employer Identification Number (EIN) <u>48-0648736</u> | |

| | |
|---------------|----------------------|
| 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): 48-0807333 48-1138946

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

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

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

4 Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)?..... Yes No N/A
If the plan is a defined benefit plan, go to line 8.

5 If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instructions and enter the date of the ruling letter granting the waiver. **Date:** Month _____ Day _____ Year _____
If you completed line 5, complete lines 3, 9, and 10 of Schedule MB and do not complete the remainder of this schedule.

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

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

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

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

| | |
|-----------------|-------------------|
| Part III | Amendments |
|-----------------|-------------------|

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

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

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

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

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

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

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

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

a Name of contributing employer _____

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

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

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

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

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

a Name of contributing employer _____

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

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

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

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

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

a Name of contributing employer _____

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

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

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

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

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

a Name of contributing employer _____

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

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

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

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

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

a Name of contributing employer _____

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

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

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

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

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

a Name of contributing employer _____

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

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

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

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

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

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

| | | |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------|--|
| a The current plan year. Check the box to indicate the counting method used to determine the number of inactive participants: <input type="checkbox"/> last contributing employer <input type="checkbox"/> alternative <input type="checkbox"/> reasonable approximation (see instructions for required attachment)..... | 14a | |
| b The plan year immediately preceding the current plan year. <input type="checkbox"/> 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. <input type="checkbox"/> 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 LAW COMPANY, INC.
EMPLOYEE STOCK OWNERSHIP PLAN

FINANCIAL STATEMENTS AND
SUPPLEMENTARY INFORMATION

Years ended December 31, 2024 and 2023

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Bradley K. McGlachlin
Brian A. Wilkinson
Robert H. Gutschenritter - Retired
William G. Johnson - Retired



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INDEPENDENT AUDITOR'S REPORT

To the Administrative Committee
The Law Company, Inc. Employee Stock Ownership Plan

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

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

Management, having determined it is permissible in the circumstances, has elected to have the audits of the 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 The Midwest Trust Company, the custodian of the Plan 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 H to the financial statements, is complete and accurate.

Opinion

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

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

Basis for Opinion

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

Responsibilities of Management for the Financial Statements

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

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

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

Auditor's Responsibilities for the Audit of the Financial Statements

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

In performing an audit in accordance with GAAS, we:

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

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Plan's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for a reasonable period of time.

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

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

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

Other Matter — Supplemental Schedules Required by ERISA

The supplemental Schedule of Assets Held at End of Year as of December 31, 2024 and Schedule of Reportable Transactions for 2024, are presented for purposes of additional analysis and are not a required part of the financial statements but are supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedules, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audits of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS. For information included in the supplemental schedules that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

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

In our opinion

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

AQ & Company, LLC

July 18, 2025

THE LAW COMPANY, INC. EMPLOYEE STOCK OWNERSHIP PLAN
 STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS
 December 31, 2024 and 2023

| | <u>2024</u> | <u>2023</u> |
|-----------------------------------|---------------------|---------------------|
| ASSETS | | |
| Investments: | | |
| Cash and cash equivalent | \$ 25,571 | \$ 200,351 |
| Mutual funds | 1,182,197 | 1,236,352 |
| Sponsor company common stock | <u>7,228,786</u> | <u>7,658,911</u> |
| | 8,436,554 | 9,095,614 |
| Receivables: | | |
| Accrued income | 35 | 1,328 |
| Employer's contribution | <u>583,609</u> | <u>675,253</u> |
| | <u>583,644</u> | <u>676,581</u> |
| TOTAL ASSETS | <u>9,020,198</u> | <u>9,772,195</u> |
| NET ASSETS AVAILABLE FOR BENEFITS | <u>\$ 9,020,198</u> | <u>\$ 9,772,195</u> |

See accompanying notes.

THE LAW COMPANY, INC. EMPLOYEE STOCK OWNERSHIP PLAN
STATEMENT OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS
Year ended December 31, 2024

ADDITIONS

Additions to net assets attributed to:

| | |
|------------------------------------------------------------------------|----------------|
| Investment income: | |
| Interest and dividend income on investments managed by the custodian | \$ 80,876 |
| Net appreciation in fair value of investments managed by the custodian | 110,948 |
| Dividend income on sponsor company common stock | <u>624,692</u> |
| | 816,516 |
| Employer's contribution | <u>583,609</u> |
| TOTAL ADDITIONS | 1,400,125 |

DEDUCTIONS

Deductions from net assets attributed to:

| | |
|----------------------------------------------------------------|------------------|
| Investment loss: | |
| Net depreciation in fair value of sponsor company common stock | 430,125 |
| Operating expenses | 15,322 |
| Benefits paid to participants | <u>1,706,675</u> |
| TOTAL DEDUCTIONS | <u>2,152,122</u> |
| NET DECREASE | (751,997) |

NET ASSETS AVAILABLE FOR BENEFITS

| | |
|-------------------|---------------------|
| Beginning of year | <u>9,772,195</u> |
| END OF YEAR | <u>\$ 9,020,198</u> |

See accompanying notes.

THE LAW COMPANY, INC. EMPLOYEE STOCK OWNERSHIP PLAN
NOTES TO FINANCIAL STATEMENTS

NOTE A - DESCRIPTION OF PLAN

The following description of the Plan provides only general information. Participants should refer to the Plan agreement for a more complete description of the Plan's provisions.

General

The Plan was established January 1, 1978 as a defined contribution plan. As of January 1, 1983, the Plan was amended to operate as an employee stock ownership plan (ESOP) and is designed to comply with Section 4975(e)(7) and the regulations thereunder of the Internal Revenue Code of 1986, as amended and is subject to the applicable provisions of the Employee Retirement Income Security Act of 1974, as amended (ERISA). The Plan is administered by The Law Company, Inc. (the Company) who has appointed a Committee to assist in the administration of the Plan. The Committee has the responsibility for making all discretionary determinations under the Plan and for giving distribution directions to the Trustees. Richard Kerschen and Dennis Kerschen are Co-Trustees of the Plan.

The Plan purchased The Law Company, Inc. common stock and holds the stock in a trust established under the Plan. Fully deductible Company contributions to the trust fund were used to purchase the stock.

Contributions

The Plan covers all employees of The Law Company, Inc. and LK Architecture, Inc. (its subsidiary company) who have been employed for two years or more, have completed 1,000 hours of credited service in each such year, are age twenty-one or older and are non-union. For each plan year, the Company decides the amount of employer contributions. Unless otherwise elected by the employer, employer contributions will be an amount equal to 7% of the covered compensation of all eligible participants for the plan year. Employer contributions may be made in either cash or issuance of stock of the Company as determined by the Board of Directors.

Participant Accounts

Contributions are invested through The Law Company, Inc. Employee Stock Ownership Trust (the Trust). The plan administrator will allocate and credit each annual employer contribution to the account of each participant who satisfies the conditions for eligibility. The plan administrator will allocate the annual employer contributions in the same ratio that each participant's compensation for the plan year bears to the total compensation of all participants for the plan year. Plan investment earnings are allocated to each participant's account based on the ratio of the participant's beginning of the year account balance to all participants' beginning of the year account balances (after reductions for any subsequent prior to separation of service distributions, and additions for the Company's dividend paid). Company dividends and stock appreciation (depreciation) are allocated based on the number of Company common stock allocated to each participant. According to the plan document, the plan administrator may establish a different order or priority for the allocation steps.

Vesting

A participant's accrued benefit derived from employer contributions is fully vested.

THE LAW COMPANY, INC. EMPLOYEE STOCK OWNERSHIP PLAN
NOTES TO FINANCIAL STATEMENTS

NOTE A - DESCRIPTION OF PLAN (Continued)

Payment of Benefits

Except for certain diversification elections, no distributions from the ESOP Plan will be made until a participant attains age 60 or 65, retires, dies (in which case payment shall be made to his or her beneficiary or, if none, his or her legal representatives), or otherwise terminates employment with the Company or its participating subsidiary. A participant who has attained age 60 and completed a minimum of ten years of participation may elect to withdraw up to 50 percent of their account balance as defined by the ESOP Plan. The Trustees will distribute the amount in accordance with the election in a lump-sum payment within 90 days (or as soon as administratively possible) after the participant files the election. On attainment of age 65, a participant may elect to receive a lump-sum amount equal to the value of his or her account. On termination of service, a participant may elect to receive a lump-sum amount or delay distribution until required if the participant's account value exceeds \$1,000. If the participant's accrued benefit does not exceed \$1,000, the Trustees are to distribute the benefit, in lump-sum, as soon as administratively possible. If participants separate from service and do not elect to withdraw all of their account balance as of the close of the plan year following the year in which the separation occurs, their undistributed account balance is transferred to a segregated account and is separately invested.

Distributions are made in cash. Participants may not elect to receive distributions in the form of Company common stock.

Participant Voting Rights

Each participant is entitled to exercise voting rights attributable to the stock allocated to his or her account only with respect to certain corporate matters and is notified by the Trustees prior to the time that such rights are to be exercised.

Diversification

Diversification is offered to participants close to retirement so that they may have the opportunity to move part of their investment in Company common stock into investments which are more diversified. Participants who are at least age 55 with at least 10 years of participation in the Plan may elect to diversify a portion of their account. Diversification is offered to each eligible participant over a six-year period. In each of the first five years, a participant may diversify up to 25 percent of the number of stock allocated to his or her account, less any stock previously diversified. In the sixth year, the percentage changes to 50 percent.

Administration of Plan Assets

The Law Company, Inc. common stock is held by the Trustees of the Plan. All other Plan assets are held by the custodian of the Plan.

Company contributions are held and managed by the custodian, which invests cash received, interest, and dividend income and makes distributions to participants.

Certain administrative functions are performed by officers or employees of the Companies. No such officer or employee receives compensation from the Plan.

THE LAW COMPANY, INC. EMPLOYEE STOCK OWNERSHIP PLAN
NOTES TO FINANCIAL STATEMENTS

NOTE B - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Accounting Method

The financial statements of the Plan have been prepared using the accrual method of accounting and present the net assets available for plan benefits and changes in those net assets based on fair value.

Investments

The common stock of the Company is reported at fair value at December 31, 2024 and 2023. Fair value is determined by annual independent appraisal.

The Plan's other investment assets are held by The Midwest Trust Company. Such investments are comprised of a money market fund and various mutual funds. Fair values of the Plan's money market fund and mutual funds are based on quoted prices.

Dividends are recorded on the ex-dividend date. Purchases and sales of securities are recorded on a trade-date basis. Realized gains and losses from security transactions are reported on the average cost method.

Payment of Benefits

Benefits are recorded when paid. Withdrawals requested but unpaid at December 31, 2024 were approximately \$186,000.

Estimates

The preparation of financial statements in conformity with generally accepting accounting principles requires the plan administrator to make estimates and assumptions that affect certain reported amounts and disclosures. Accordingly, actual results may differ from those estimates.

NOTE C - PLAN TERMINATION

Although it has not expressed any intent to do so, the Company reserves the right to suspend or discontinue its contributions under the Plan and to terminate the Plan at any time subject to the provisions of ERISA.

NOTE D - PLAN EXPENSES

Plan expenses for administration, valuation, accounting services, and general legal fees are paid by the Company and are excluded from these financial statements.

NOTE E - NONPARTICIPANT-DIRECTED INVESTMENTS

All investments of the Plan as presented in the accompanying statements of net assets available for benefits are nonparticipant-directed investments.

THE LAW COMPANY, INC. EMPLOYEE STOCK OWNERSHIP PLAN
NOTES TO FINANCIAL STATEMENTS

NOTE F - FAIR VALUE MEASUREMENTS

The Plan's investments are reported at fair value in the accompanying statements of net assets available for benefits. The following tables present fair value measurement information for certain financial instruments.

| | | <u>Fair Value Measurements Using:</u> | |
|------------------------------|---------------------|-----------------------------------------------------------------------|--------------------------------------------------|
| | <u>Fair Value</u> | <u>Quoted Prices in Active Markets for Identical Assets (Level 1)</u> | <u>Significant Unobservable Inputs (Level 3)</u> |
| <u>December 31, 2024</u> | | | |
| Cash equivalent | \$ 25,426 | \$ 25,426 | \$ - |
| Mutual funds | | | |
| Equity | 1,118,663 | 1,118,663 | - |
| Fixed income | 63,534 | 63,534 | - |
| Sponsor company common stock | <u>7,228,786</u> | <u>-</u> | <u>7,228,786</u> |
| Total | <u>\$ 8,436,409</u> | <u>\$ 1,207,623</u> | <u>\$ 7,228,786</u> |
| <u>December 31, 2023</u> | | | |
| Cash equivalent | \$ 170,399 | \$ 170,399 | \$ - |
| Mutual funds | | | |
| Equity | 1,057,792 | 1,057,792 | - |
| Fixed income | 178,560 | 178,560 | - |
| Sponsor company common stock | <u>7,658,911</u> | <u>-</u> | <u>7,658,911</u> |
| Total | <u>\$ 9,065,662</u> | <u>\$ 1,406,751</u> | <u>\$ 7,658,911</u> |

FASB ASC 820-10, Fair Value Measurement, establishes a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. This hierarchy consists of three broad levels: Level 1 inputs consist of unadjusted quoted prices in active markets for identical assets and have the highest priority, Level 2 inputs consist of observable inputs other than quoted prices for identical assets, and Level 3 inputs have the lowest priority. The Plan uses appropriate valuation techniques based on the available inputs to measure the fair value of its investments. When available, the Plan measures fair value using Level 1 inputs because they generally provide the most reliable evidence of fair value. Level 3 inputs were only used when Level 1 or Level 2 inputs were not available. No Level 2 inputs were used by the Plan.

THE LAW COMPANY, INC. EMPLOYEE STOCK OWNERSHIP PLAN
 NOTES TO FINANCIAL STATEMENTS

NOTE F - FAIR VALUE MEASUREMENTS (Continued)

Level 1 Fair Value Measurements

The Plan invests in the Fidelity Government Portfolio Fund, which is a highly liquid money market fund and is considered to be a cash equivalent.

The fair value of the money market fund and mutual funds are based on quoted net asset values of the stock held by the Plan at year end.

Level 3 Fair Value Measurements

The fair value of the sponsor company common stock is determined by annual independent appraisal. There have been no changes in the methodologies used at December 31, 2024 and 2023. This appraisal was based upon a combination of the market and income valuation techniques consistent with prior years. The appraiser took into account historical and projected cash flow and net income, return on assets, return on equity, market comparable, and fair value of company assets and liabilities. This appraisal has been performed on a minority interest basis and takes into account the ESOP stock's lack of complete marketability. The valuation process involves plan management's selection of an independent appraiser under an annual contract. Plan management accumulates the data for the appraiser from the audited financial statements of the Company and its subsidiary. The appraiser prepares a preliminary report which plan management and the Trustees review in detail, discuss and approve. The results of this process are documented in minutes of the administrative committee.

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

The following table provides further details of this Level 3 fair value measurement at December 31:

| | <u>Sponsor Company Common Stock</u> | |
|-----------------------------------------------------------------------------------|-------------------------------------|---------------------|
| | <u>2024</u> | <u>2023</u> |
| Beginning balance | \$ 7,658,911 | \$ 8,477,164 |
| Total unrealized loss included in changes in net assets available for benefits | <u>(430,125)</u> | <u>(818,253)</u> |
| Ending balance | <u>\$ 7,228,786</u> | <u>\$ 7,658,911</u> |

THE LAW COMPANY, INC. EMPLOYEE STOCK OWNERSHIP PLAN
 NOTES TO FINANCIAL STATEMENTS

NOTE G - INVESTMENTS

The Plan's investment in The Law Company, Inc. common stock at December 31 is as follows:

| | <u>2024</u> | <u>2023</u> |
|-----------------|-------------|-------------|
| Cost of stock | \$ 727,013 | \$ 727,013 |
| Fair value | 7,228,786 | 7,658,911 |
| Shares of stock | 22,103 | 22,103 |

NOTE H - INFORMATION CERTIFIED BY THE CUSTODIAN

The following information included in the accompanying financial statements and supplemental schedules was obtained from data that has been prepared and certified as complete and accurate by the custodian.

| | <u>2024</u> | <u>2023</u> |
|-----------------------------------------------|-------------|-------------|
| Investments, at fair value: | | |
| Cash and cash equivalent | \$ 25,571 | \$ 200,351 |
| Mutual funds | 1,182,197 | 1,236,352 |
| Accrued income | 35 | 1,328 |
| Interest and dividend income on investments | 80,876 | 112,450 |
| Net appreciation in fair value of investments | 110,948 | 198,257 |
| Operating expenses | 15,322 | 17,150 |

NOTE I - TAX STATUS

The IRS has determined and informed the plan sponsor by a letter dated November 9, 2017, that the Plan and related trust are designed in accordance with applicable sections of the Internal Revenue Code (IRC). Although the Plan has been amended since receiving the determination letter, the plan administrator and the Plan's tax counsel believe that the Plan is designed, and is currently being operated, in compliance with the applicable requirements of the IRC and, therefore, believe that the Plan is qualified, and the related trust is tax-exempt.

Accounting principles generally accepted in the United States of America require 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.

NOTE J - RISKS AND UNCERTAINTIES

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

THE LAW COMPANY, INC. EMPLOYEE STOCK OWNERSHIP PLAN
NOTES TO FINANCIAL STATEMENTS

NOTE K - RELATED PARTY TRANSACTIONS

Plan investments listed as cash equivalent and mutual funds are in custodial control and managed by The Midwest Trust Company, the custodian as defined by the Plan and, therefore, these transactions qualify as party in interest. Operating expenses paid to the custodian by the Plan amounted to \$15,322 for the year ended December 31, 2024.

During 2024, one of the Trustees of the Plan received benefit payment in the amount of \$5,660.

NOTE L - CONCENTRATIONS

The Law Company, Inc. common stock comprised approximately 80% and 78% of net assets available for benefits as of December 31, 2024 and 2023, respectively.

NOTE M - SUBSEQUENT EVENTS

On January 3, 2025, the Company repurchased \$750,000 of Company common stock from the ESOP Plan.

The Plan received the 2024 contribution of \$583,609 in March 2025.

Management has evaluated subsequent events through July 18, 2025, the date the financial statements were available to be issued and determined that no additional disclosures were necessary.

SUPPLEMENTARY INFORMATION

THE LAW COMPANY, INC. EMPLOYEE STOCK OWNERSHIP PLAN
SCHEDULE H, Line 4i - SCHEDULE OF ASSETS HELD AT END OF YEAR
EIN 48-0648736, Plan 001
December 31, 2024

| (a) | (b) | (c) | (d) | (e) |
|------------------------------------------------------|---------------------------------------------------------------------------------------------------------|-------------------|---------------------|---------------------|
| Identity of issue, borrower, lessor or similar party | Description of investment including maturity date, rate of interest, collateral, par, or maturity value | Cost | Current value | |
| * | The Law Company, Inc. | Common stock | \$ 727,013 | \$ 7,228,786 |
| * | The Midwest Trust Company Deposit Account | Cash | 105 | 105 |
| * | The Midwest Trust Company Sweep Account | Cash | 40 | 40 |
| | Fidelity Government Portfolio Fund | Money Market Fund | 25,426 | 25,426 |
| | Baird Intermediate Bond Fund | Mutual Fund | 18,668 | 18,704 |
| | Dodge & Cox Income Fund | Mutual Fund | 25,693 | 26,158 |
| | Fidelity Short Term Treasury Bond Index Fund | Mutual Fund | 1,313 | 1,335 |
| | Fidelity Intermediate Treasury Bond Index Fund | Mutual Fund | 6,606 | 6,524 |
| | Palmer Square Income Plus Fund | Mutual Fund | 2,678 | 2,697 |
| | Lord Abbett Short Duration Income Fund | Mutual Fund | 8,032 | 8,116 |
| | Invesco Developing Markets R6 Fund | Mutual Fund | 1,956 | 1,931 |
| | Cohen & Steers Institutional Realty Fund | Mutual Fund | 2,306 | 2,579 |
| | DFA US Small Cap Fund | Mutual Fund | 4,855 | 5,445 |
| | American Funds EuroPacific Growth Fund | Mutual Fund | 4,508 | 4,249 |
| | JPMorgan Equity Income Fund | Mutual Fund | 7,421 | 7,573 |
| | JPMorgan Large Cap Growth Fund | Mutual Fund | 10,403 | 12,203 |
| | Clearbridge International Growth Fund | Mutual Fund | 4,220 | 4,349 |
| | MFS Mid Cap Value R6 Fund | Mutual Fund | 4,242 | 4,246 |
| | Neuberger Berman Large Cap Value Fund | Mutual Fund | 7,302 | 7,720 |
| | T. Rowe Price Mid Cap Growth Fund | Mutual Fund | 4,493 | 4,356 |
| | Touchstone Sands Capital Emerging Markets Growth Fund | Mutual Fund | 1,861 | 1,912 |
| | Vanguard Growth Index Admiral Fund | Mutual Fund | 10,219 | 12,522 |
| | Vanguard Target Retirement Income Fund | Mutual Fund | 12,567 | 12,833 |
| | Vanguard Targe Retirement 2020 Fund | Mutual Fund | 313,248 | 296,444 |
| | Vanguard Targe Retirement 2030 Fund | Mutual Fund | 111,063 | 159,949 |
| | Vanguard Targe Retirement 2035 Fund | Mutual Fund | 218,338 | 227,609 |
| | Vanguard Targe Retirement 2045 Fund | Mutual Fund | 56,197 | 67,937 |
| | Vanguard Targe Retirement 2050 Fund | Mutual Fund | 99,244 | 140,008 |
| | Vanguard Targe Retirement 2055 Fund | Mutual Fund | 112,465 | 138,001 |
| | Vanguard Targe Retirement 2060 Fund | Mutual Fund | 5,739 | 6,797 |
| | | | <u>\$ 1,808,221</u> | <u>\$ 8,436,554</u> |

* Party in interest but not prohibited transactions

See independent auditor's report.

THE LAW COMPANY, INC. EMPLOYEE STOCK OWNERSHIP PLAN
SCHEDULE H, Line 4j - SCHEDULE OF REPORTABLE TRANSACTIONS
EIN 48-0648736, Plan 001
Year ended December 31, 2024

| (a) | (b) | (c) | (d) | (e) | (f) | (g) | (h) | (i) |
|----------------------------|------------------------------------|----------------|---------------|--------------|-----------------------------------|---------------|--------------------------------------------|--------------------|
| Identity of party involved | Description of asset | Purchase price | Selling price | Lease rental | Expense incurred with transaction | Cost of asset | Current value of asset on transaction date | Net gain or (loss) |
| Single Transactions | | | | | | | | |
| N/A | Fidelity Government Portfolio Fund | \$ 690,825 | N/A | N/A | \$ - | \$ 690,825 | \$ 690,825 | \$ - |
| N/A | Fidelity Government Portfolio Fund | N/A | \$ 666,238 | N/A | - | 666,238 | 666,238 | - |

See independent auditor's report.

THE LAW COMPANY, INC. EMPLOYEE STOCK OWNERSHIP PLAN
SCHEDULE H, Line 4j - SCHEDULE OF REPORTABLE TRANSACTIONS (Continued)
EIN 48-0648736, Plan 001
Year ended December 31, 2024

| (a) | (b) | (c) | (d) | (e) | (f) | (g) | (h) | (i) |
|---------------------------------------------|------------------------------------|----------------|---------------|--------------|-----------------------------------|---------------|--------------------------------------------|--------------------|
| Identity of party involved | Description of asset | Purchase price | Selling price | Lease rental | Expense incurred with transaction | Cost of asset | Current value of asset on transaction date | Net gain or (loss) |
| Series of Transactions in the Same Security | | | | | | | | |
| N/A | Fidelity Government Portfolio Fund | \$ 1,359,972 | N/A | N/A | \$ - | \$ 1,359,972 | \$ 1,359,972 | \$ - |
| N/A | Fidelity Government Portfolio Fund | N/A | \$ 1,504,945 | N/A | - | 1,504,945 | 1,504,945 | - |

See independent auditor's report.

THE LAW COMPANY, INC.
EMPLOYEE STOCK OWNERSHIP PLAN

FINANCIAL STATEMENTS AND
SUPPLEMENTARY INFORMATION

Years ended December 31, 2024 and 2023

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Bradley K. McGlachlin
Brian A. Wilkinson
Robert H. Gutschenritter - Retired
William G. Johnson - Retired



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INDEPENDENT AUDITOR'S REPORT

To the Administrative Committee
The Law Company, Inc. Employee Stock Ownership Plan

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

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

Management, having determined it is permissible in the circumstances, has elected to have the audits of the 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 The Midwest Trust Company, the custodian of the Plan 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 H to the financial statements, is complete and accurate.

Opinion

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

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

Basis for Opinion

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

Responsibilities of Management for the Financial Statements

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

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

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

Auditor's Responsibilities for the Audit of the Financial Statements

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

In performing an audit in accordance with GAAS, we:

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

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Plan's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for a reasonable period of time.

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

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

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

Other Matter — Supplemental Schedules Required by ERISA

The supplemental Schedule of Assets Held at End of Year as of December 31, 2024 and Schedule of Reportable Transactions for 2024, are presented for purposes of additional analysis and are not a required part of the financial statements but are supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedules, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audits of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS. For information included in the supplemental schedules that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

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

In our opinion

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

AQ & Company, LLC

July 18, 2025

THE LAW COMPANY, INC. EMPLOYEE STOCK OWNERSHIP PLAN
 STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS
 December 31, 2024 and 2023

| | <u>2024</u> | <u>2023</u> |
|-----------------------------------|---------------------|---------------------|
| ASSETS | | |
| Investments: | | |
| Cash and cash equivalent | \$ 25,571 | \$ 200,351 |
| Mutual funds | 1,182,197 | 1,236,352 |
| Sponsor company common stock | <u>7,228,786</u> | <u>7,658,911</u> |
| | 8,436,554 | 9,095,614 |
| Receivables: | | |
| Accrued income | 35 | 1,328 |
| Employer's contribution | <u>583,609</u> | <u>675,253</u> |
| | <u>583,644</u> | <u>676,581</u> |
| TOTAL ASSETS | <u>9,020,198</u> | <u>9,772,195</u> |
| NET ASSETS AVAILABLE FOR BENEFITS | <u>\$ 9,020,198</u> | <u>\$ 9,772,195</u> |

See accompanying notes.

THE LAW COMPANY, INC. EMPLOYEE STOCK OWNERSHIP PLAN
 STATEMENT OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS
 Year ended December 31, 2024

ADDITIONS

Additions to net assets attributed to:

| | |
|------------------------------------------------------------------------|--------------------|
| Investment income: | |
| Interest and dividend income on investments managed by the custodian | \$ 80,876 |
| Net appreciation in fair value of investments managed by the custodian | 110,948 |
| Dividend income on sponsor company common stock | <u>624,692</u> |
| | 816,516 |
| Employer's contribution | <u>583,609</u> |
| TOTAL ADDITIONS | 1,400,125 |

DEDUCTIONS

Deductions from net assets attributed to:

| | |
|----------------------------------------------------------------|----------------------|
| Investment loss: | |
| Net depreciation in fair value of sponsor company common stock | 430,125 |
| Operating expenses | 15,322 |
| Benefits paid to participants | <u>1,706,675</u> |
| TOTAL DEDUCTIONS | <u>2,152,122</u> |
| NET DECREASE | (751,997) |

NET ASSETS AVAILABLE FOR BENEFITS

| | |
|-------------------|---------------------|
| Beginning of year | <u>9,772,195</u> |
| END OF YEAR | <u>\$ 9,020,198</u> |

See accompanying notes.

THE LAW COMPANY, INC. EMPLOYEE STOCK OWNERSHIP PLAN
NOTES TO FINANCIAL STATEMENTS

NOTE A - DESCRIPTION OF PLAN

The following description of the Plan provides only general information. Participants should refer to the Plan agreement for a more complete description of the Plan's provisions.

General

The Plan was established January 1, 1978 as a defined contribution plan. As of January 1, 1983, the Plan was amended to operate as an employee stock ownership plan (ESOP) and is designed to comply with Section 4975(e)(7) and the regulations thereunder of the Internal Revenue Code of 1986, as amended and is subject to the applicable provisions of the Employee Retirement Income Security Act of 1974, as amended (ERISA). The Plan is administered by The Law Company, Inc. (the Company) who has appointed a Committee to assist in the administration of the Plan. The Committee has the responsibility for making all discretionary determinations under the Plan and for giving distribution directions to the Trustees. Richard Kerschen and Dennis Kerschen are Co-Trustees of the Plan.

The Plan purchased The Law Company, Inc. common stock and holds the stock in a trust established under the Plan. Fully deductible Company contributions to the trust fund were used to purchase the stock.

Contributions

The Plan covers all employees of The Law Company, Inc. and LK Architecture, Inc. (its subsidiary company) who have been employed for two years or more, have completed 1,000 hours of credited service in each such year, are age twenty-one or older and are non-union. For each plan year, the Company decides the amount of employer contributions. Unless otherwise elected by the employer, employer contributions will be an amount equal to 7% of the covered compensation of all eligible participants for the plan year. Employer contributions may be made in either cash or issuance of stock of the Company as determined by the Board of Directors.

Participant Accounts

Contributions are invested through The Law Company, Inc. Employee Stock Ownership Trust (the Trust). The plan administrator will allocate and credit each annual employer contribution to the account of each participant who satisfies the conditions for eligibility. The plan administrator will allocate the annual employer contributions in the same ratio that each participant's compensation for the plan year bears to the total compensation of all participants for the plan year. Plan investment earnings are allocated to each participant's account based on the ratio of the participant's beginning of the year account balance to all participants' beginning of the year account balances (after reductions for any subsequent prior to separation of service distributions, and additions for the Company's dividend paid). Company dividends and stock appreciation (depreciation) are allocated based on the number of Company common stock allocated to each participant. According to the plan document, the plan administrator may establish a different order or priority for the allocation steps.

Vesting

A participant's accrued benefit derived from employer contributions is fully vested.

THE LAW COMPANY, INC. EMPLOYEE STOCK OWNERSHIP PLAN
NOTES TO FINANCIAL STATEMENTS

NOTE A - DESCRIPTION OF PLAN (Continued)

Payment of Benefits

Except for certain diversification elections, no distributions from the ESOP Plan will be made until a participant attains age 60 or 65, retires, dies (in which case payment shall be made to his or her beneficiary or, if none, his or her legal representatives), or otherwise terminates employment with the Company or its participating subsidiary. A participant who has attained age 60 and completed a minimum of ten years of participation may elect to withdraw up to 50 percent of their account balance as defined by the ESOP Plan. The Trustees will distribute the amount in accordance with the election in a lump-sum payment within 90 days (or as soon as administratively possible) after the participant files the election. On attainment of age 65, a participant may elect to receive a lump-sum amount equal to the value of his or her account. On termination of service, a participant may elect to receive a lump-sum amount or delay distribution until required if the participant's account value exceeds \$1,000. If the participant's accrued benefit does not exceed \$1,000, the Trustees are to distribute the benefit, in lump-sum, as soon as administratively possible. If participants separate from service and do not elect to withdraw all of their account balance as of the close of the plan year following the year in which the separation occurs, their undistributed account balance is transferred to a segregated account and is separately invested.

Distributions are made in cash. Participants may not elect to receive distributions in the form of Company common stock.

Participant Voting Rights

Each participant is entitled to exercise voting rights attributable to the stock allocated to his or her account only with respect to certain corporate matters and is notified by the Trustees prior to the time that such rights are to be exercised.

Diversification

Diversification is offered to participants close to retirement so that they may have the opportunity to move part of their investment in Company common stock into investments which are more diversified. Participants who are at least age 55 with at least 10 years of participation in the Plan may elect to diversify a portion of their account. Diversification is offered to each eligible participant over a six-year period. In each of the first five years, a participant may diversify up to 25 percent of the number of stock allocated to his or her account, less any stock previously diversified. In the sixth year, the percentage changes to 50 percent.

Administration of Plan Assets

The Law Company, Inc. common stock is held by the Trustees of the Plan. All other Plan assets are held by the custodian of the Plan.

Company contributions are held and managed by the custodian, which invests cash received, interest, and dividend income and makes distributions to participants.

Certain administrative functions are performed by officers or employees of the Companies. No such officer or employee receives compensation from the Plan.

THE LAW COMPANY, INC. EMPLOYEE STOCK OWNERSHIP PLAN
NOTES TO FINANCIAL STATEMENTS

NOTE B - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Accounting Method

The financial statements of the Plan have been prepared using the accrual method of accounting and present the net assets available for plan benefits and changes in those net assets based on fair value.

Investments

The common stock of the Company is reported at fair value at December 31, 2024 and 2023. Fair value is determined by annual independent appraisal.

The Plan's other investment assets are held by The Midwest Trust Company. Such investments are comprised of a money market fund and various mutual funds. Fair values of the Plan's money market fund and mutual funds are based on quoted prices.

Dividends are recorded on the ex-dividend date. Purchases and sales of securities are recorded on a trade-date basis. Realized gains and losses from security transactions are reported on the average cost method.

Payment of Benefits

Benefits are recorded when paid. Withdrawals requested but unpaid at December 31, 2024 were approximately \$186,000.

Estimates

The preparation of financial statements in conformity with generally accepting accounting principles requires the plan administrator to make estimates and assumptions that affect certain reported amounts and disclosures. Accordingly, actual results may differ from those estimates.

NOTE C - PLAN TERMINATION

Although it has not expressed any intent to do so, the Company reserves the right to suspend or discontinue its contributions under the Plan and to terminate the Plan at any time subject to the provisions of ERISA.

NOTE D - PLAN EXPENSES

Plan expenses for administration, valuation, accounting services, and general legal fees are paid by the Company and are excluded from these financial statements.

NOTE E - NONPARTICIPANT-DIRECTED INVESTMENTS

All investments of the Plan as presented in the accompanying statements of net assets available for benefits are nonparticipant-directed investments.

THE LAW COMPANY, INC. EMPLOYEE STOCK OWNERSHIP PLAN
NOTES TO FINANCIAL STATEMENTS

NOTE F - FAIR VALUE MEASUREMENTS

The Plan's investments are reported at fair value in the accompanying statements of net assets available for benefits. The following tables present fair value measurement information for certain financial instruments.

| | | <u>Fair Value Measurements Using:</u> | |
|------------------------------|---------------------|-----------------------------------------------------------------------|--------------------------------------------------|
| | <u>Fair Value</u> | <u>Quoted Prices in Active Markets for Identical Assets (Level 1)</u> | <u>Significant Unobservable Inputs (Level 3)</u> |
| <u>December 31, 2024</u> | | | |
| Cash equivalent | \$ 25,426 | \$ 25,426 | \$ - |
| Mutual funds | | | |
| Equity | 1,118,663 | 1,118,663 | - |
| Fixed income | 63,534 | 63,534 | - |
| Sponsor company common stock | <u>7,228,786</u> | <u>-</u> | <u>7,228,786</u> |
| Total | <u>\$ 8,436,409</u> | <u>\$ 1,207,623</u> | <u>\$ 7,228,786</u> |
| <u>December 31, 2023</u> | | | |
| Cash equivalent | \$ 170,399 | \$ 170,399 | \$ - |
| Mutual funds | | | |
| Equity | 1,057,792 | 1,057,792 | - |
| Fixed income | 178,560 | 178,560 | - |
| Sponsor company common stock | <u>7,658,911</u> | <u>-</u> | <u>7,658,911</u> |
| Total | <u>\$ 9,065,662</u> | <u>\$ 1,406,751</u> | <u>\$ 7,658,911</u> |

FASB ASC 820-10, Fair Value Measurement, establishes a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. This hierarchy consists of three broad levels: Level 1 inputs consist of unadjusted quoted prices in active markets for identical assets and have the highest priority, Level 2 inputs consist of observable inputs other than quoted prices for identical assets, and Level 3 inputs have the lowest priority. The Plan uses appropriate valuation techniques based on the available inputs to measure the fair value of its investments. When available, the Plan measures fair value using Level 1 inputs because they generally provide the most reliable evidence of fair value. Level 3 inputs were only used when Level 1 or Level 2 inputs were not available. No Level 2 inputs were used by the Plan.

THE LAW COMPANY, INC. EMPLOYEE STOCK OWNERSHIP PLAN
 NOTES TO FINANCIAL STATEMENTS

NOTE F - FAIR VALUE MEASUREMENTS (Continued)

Level 1 Fair Value Measurements

The Plan invests in the Fidelity Government Portfolio Fund, which is a highly liquid money market fund and is considered to be a cash equivalent.

The fair value of the money market fund and mutual funds are based on quoted net asset values of the stock held by the Plan at year end.

Level 3 Fair Value Measurements

The fair value of the sponsor company common stock is determined by annual independent appraisal. There have been no changes in the methodologies used at December 31, 2024 and 2023. This appraisal was based upon a combination of the market and income valuation techniques consistent with prior years. The appraiser took into account historical and projected cash flow and net income, return on assets, return on equity, market comparable, and fair value of company assets and liabilities. This appraisal has been performed on a minority interest basis and takes into account the ESOP stock's lack of complete marketability. The valuation process involves plan management's selection of an independent appraiser under an annual contract. Plan management accumulates the data for the appraiser from the audited financial statements of the Company and its subsidiary. The appraiser prepares a preliminary report which plan management and the Trustees review in detail, discuss and approve. The results of this process are documented in minutes of the administrative committee.

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

The following table provides further details of this Level 3 fair value measurement at December 31:

| | <u>Sponsor Company Common Stock</u> | |
|-----------------------------------------------------------------------------------|-------------------------------------|---------------------|
| | <u>2024</u> | <u>2023</u> |
| Beginning balance | \$ 7,658,911 | \$ 8,477,164 |
| Total unrealized loss included in changes in net assets available for benefits | <u>(430,125)</u> | <u>(818,253)</u> |
| Ending balance | <u>\$ 7,228,786</u> | <u>\$ 7,658,911</u> |

THE LAW COMPANY, INC. EMPLOYEE STOCK OWNERSHIP PLAN
 NOTES TO FINANCIAL STATEMENTS

NOTE G - INVESTMENTS

The Plan's investment in The Law Company, Inc. common stock at December 31 is as follows:

| | <u>2024</u> | <u>2023</u> |
|-----------------|-------------|-------------|
| Cost of stock | \$ 727,013 | \$ 727,013 |
| Fair value | 7,228,786 | 7,658,911 |
| Shares of stock | 22,103 | 22,103 |

NOTE H - INFORMATION CERTIFIED BY THE CUSTODIAN

The following information included in the accompanying financial statements and supplemental schedules was obtained from data that has been prepared and certified as complete and accurate by the custodian.

| | <u>2024</u> | <u>2023</u> |
|-----------------------------------------------|-------------|-------------|
| Investments, at fair value: | | |
| Cash and cash equivalent | \$ 25,571 | \$ 200,351 |
| Mutual funds | 1,182,197 | 1,236,352 |
| Accrued income | 35 | 1,328 |
| Interest and dividend income on investments | 80,876 | 112,450 |
| Net appreciation in fair value of investments | 110,948 | 198,257 |
| Operating expenses | 15,322 | 17,150 |

NOTE I - TAX STATUS

The IRS has determined and informed the plan sponsor by a letter dated November 9, 2017, that the Plan and related trust are designed in accordance with applicable sections of the Internal Revenue Code (IRC). Although the Plan has been amended since receiving the determination letter, the plan administrator and the Plan's tax counsel believe that the Plan is designed, and is currently being operated, in compliance with the applicable requirements of the IRC and, therefore, believe that the Plan is qualified, and the related trust is tax-exempt.

Accounting principles generally accepted in the United States of America require 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.

NOTE J - RISKS AND UNCERTAINTIES

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

THE LAW COMPANY, INC. EMPLOYEE STOCK OWNERSHIP PLAN
NOTES TO FINANCIAL STATEMENTS

NOTE K - RELATED PARTY TRANSACTIONS

Plan investments listed as cash equivalent and mutual funds are in custodial control and managed by The Midwest Trust Company, the custodian as defined by the Plan and, therefore, these transactions qualify as party in interest. Operating expenses paid to the custodian by the Plan amounted to \$15,322 for the year ended December 31, 2024.

During 2024, one of the Trustees of the Plan received benefit payment in the amount of \$5,660.

NOTE L - CONCENTRATIONS

The Law Company, Inc. common stock comprised approximately 80% and 78% of net assets available for benefits as of December 31, 2024 and 2023, respectively.

NOTE M - SUBSEQUENT EVENTS

On January 3, 2025, the Company repurchased \$750,000 of Company common stock from the ESOP Plan.

The Plan received the 2024 contribution of \$583,609 in March 2025.

Management has evaluated subsequent events through July 18, 2025, the date the financial statements were available to be issued and determined that no additional disclosures were necessary.

SUPPLEMENTARY INFORMATION

THE LAW COMPANY, INC. EMPLOYEE STOCK OWNERSHIP PLAN
SCHEDULE H, Line 4i - SCHEDULE OF ASSETS HELD AT END OF YEAR
EIN 48-0648736, Plan 001
December 31, 2024

| (a) | (b) | (c) | (d) | (e) |
|------------------------------------------------------|---------------------------------------------------------------------------------------------------------|-------------------|---------------------|---------------------|
| Identity of issue, borrower, lessor or similar party | Description of investment including maturity date, rate of interest, collateral, par, or maturity value | Cost | Current value | |
| * | The Law Company, Inc. | Common stock | \$ 727,013 | \$ 7,228,786 |
| * | The Midwest Trust Company Deposit Account | Cash | 105 | 105 |
| * | The Midwest Trust Company Sweep Account | Cash | 40 | 40 |
| | Fidelity Government Portfolio Fund | Money Market Fund | 25,426 | 25,426 |
| | Baird Intermediate Bond Fund | Mutual Fund | 18,668 | 18,704 |
| | Dodge & Cox Income Fund | Mutual Fund | 25,693 | 26,158 |
| | Fidelity Short Term Treasury Bond Index Fund | Mutual Fund | 1,313 | 1,335 |
| | Fidelity Intermediate Treasury Bond Index Fund | Mutual Fund | 6,606 | 6,524 |
| | Palmer Square Income Plus Fund | Mutual Fund | 2,678 | 2,697 |
| | Lord Abbett Short Duration Income Fund | Mutual Fund | 8,032 | 8,116 |
| | Invesco Developing Markets R6 Fund | Mutual Fund | 1,956 | 1,931 |
| | Cohen & Steers Institutional Realty Fund | Mutual Fund | 2,306 | 2,579 |
| | DFA US Small Cap Fund | Mutual Fund | 4,855 | 5,445 |
| | American Funds EuroPacific Growth Fund | Mutual Fund | 4,508 | 4,249 |
| | JPMorgan Equity Income Fund | Mutual Fund | 7,421 | 7,573 |
| | JPMorgan Large Cap Growth Fund | Mutual Fund | 10,403 | 12,203 |
| | Clearbridge International Growth Fund | Mutual Fund | 4,220 | 4,349 |
| | MFS Mid Cap Value R6 Fund | Mutual Fund | 4,242 | 4,246 |
| | Neuberger Berman Large Cap Value Fund | Mutual Fund | 7,302 | 7,720 |
| | T. Rowe Price Mid Cap Growth Fund | Mutual Fund | 4,493 | 4,356 |
| | Touchstone Sands Capital Emerging Markets Growth Fund | Mutual Fund | 1,861 | 1,912 |
| | Vanguard Growth Index Admiral Fund | Mutual Fund | 10,219 | 12,522 |
| | Vanguard Target Retirement Income Fund | Mutual Fund | 12,567 | 12,833 |
| | Vanguard Targe Retirement 2020 Fund | Mutual Fund | 313,248 | 296,444 |
| | Vanguard Targe Retirement 2030 Fund | Mutual Fund | 111,063 | 159,949 |
| | Vanguard Targe Retirement 2035 Fund | Mutual Fund | 218,338 | 227,609 |
| | Vanguard Targe Retirement 2045 Fund | Mutual Fund | 56,197 | 67,937 |
| | Vanguard Targe Retirement 2050 Fund | Mutual Fund | 99,244 | 140,008 |
| | Vanguard Targe Retirement 2055 Fund | Mutual Fund | 112,465 | 138,001 |
| | Vanguard Targe Retirement 2060 Fund | Mutual Fund | 5,739 | 6,797 |
| | | | <u>\$ 1,808,221</u> | <u>\$ 8,436,554</u> |

* Party in interest but not prohibited transactions

See independent auditor's report.

THE LAW COMPANY, INC. EMPLOYEE STOCK OWNERSHIP PLAN
 SCHEDULE H, Line 4j - SCHEDULE OF REPORTABLE TRANSACTIONS
 EIN 48-0648736, Plan 001
 Year ended December 31, 2024

| (a) | (b) | (c) | (d) | (e) | (f) | (g) | (h) | (i) |
|----------------------------|------------------------------------|----------------|---------------|--------------|-----------------------------------|---------------|--------------------------------------------|--------------------|
| Identity of party involved | Description of asset | Purchase price | Selling price | Lease rental | Expense incurred with transaction | Cost of asset | Current value of asset on transaction date | Net gain or (loss) |
| Single Transactions | | | | | | | | |
| N/A | Fidelity Government Portfolio Fund | \$ 690,825 | N/A | N/A | \$ - | \$ 690,825 | \$ 690,825 | \$ - |
| N/A | Fidelity Government Portfolio Fund | N/A | \$ 666,238 | N/A | - | 666,238 | 666,238 | - |

See independent auditor's report.

THE LAW COMPANY, INC. EMPLOYEE STOCK OWNERSHIP PLAN
SCHEDULE H, Line 4j - SCHEDULE OF REPORTABLE TRANSACTIONS (Continued)
EIN 48-0648736, Plan 001
Year ended December 31, 2024

| (a) | (b) | (c) | (d) | (e) | (f) | (g) | (h) | (i) |
|---------------------------------------------|------------------------------------|----------------|---------------|--------------|-----------------------------------|---------------|--------------------------------------------|--------------------|
| Identity of party involved | Description of asset | Purchase price | Selling price | Lease rental | Expense incurred with transaction | Cost of asset | Current value of asset on transaction date | Net gain or (loss) |
| Series of Transactions in the Same Security | | | | | | | | |
| N/A | Fidelity Government Portfolio Fund | \$ 1,359,972 | N/A | N/A | \$ - | \$ 1,359,972 | \$ 1,359,972 | \$ - |
| N/A | Fidelity Government Portfolio Fund | N/A | \$ 1,504,945 | N/A | - | 1,504,945 | 1,504,945 | - |

See independent auditor's report.

THE LAW COMPANY, INC.
EMPLOYEE STOCK OWNERSHIP PLAN

FINANCIAL STATEMENTS AND
SUPPLEMENTARY INFORMATION

Years ended December 31, 2024 and 2023

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Bradley K. McGlachlin
Brian A. Wilkinson
Robert H. Gutschenritter - Retired
William G. Johnson - Retired



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INDEPENDENT AUDITOR'S REPORT

To the Administrative Committee
The Law Company, Inc. Employee Stock Ownership Plan

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

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

Management, having determined it is permissible in the circumstances, has elected to have the audits of the 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 The Midwest Trust Company, the custodian of the Plan 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 H to the financial statements, is complete and accurate.

Opinion

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

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

Basis for Opinion

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

Responsibilities of Management for the Financial Statements

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

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

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

Auditor's Responsibilities for the Audit of the Financial Statements

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

In performing an audit in accordance with GAAS, we:

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

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Plan's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for a reasonable period of time.

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

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

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

Other Matter — Supplemental Schedules Required by ERISA

The supplemental Schedule of Assets Held at End of Year as of December 31, 2024 and Schedule of Reportable Transactions for 2024, are presented for purposes of additional analysis and are not a required part of the financial statements but are supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedules, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audits of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS. For information included in the supplemental schedules that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

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

In our opinion

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

AQ & Company, LLC

July 18, 2025

THE LAW COMPANY, INC. EMPLOYEE STOCK OWNERSHIP PLAN
 STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS
 December 31, 2024 and 2023

| | <u>2024</u> | <u>2023</u> |
|-----------------------------------|---------------------|---------------------|
| ASSETS | | |
| Investments: | | |
| Cash and cash equivalent | \$ 25,571 | \$ 200,351 |
| Mutual funds | 1,182,197 | 1,236,352 |
| Sponsor company common stock | <u>7,228,786</u> | <u>7,658,911</u> |
| | 8,436,554 | 9,095,614 |
| Receivables: | | |
| Accrued income | 35 | 1,328 |
| Employer's contribution | <u>583,609</u> | <u>675,253</u> |
| | <u>583,644</u> | <u>676,581</u> |
| TOTAL ASSETS | <u>9,020,198</u> | <u>9,772,195</u> |
| NET ASSETS AVAILABLE FOR BENEFITS | <u>\$ 9,020,198</u> | <u>\$ 9,772,195</u> |

See accompanying notes.

THE LAW COMPANY, INC. EMPLOYEE STOCK OWNERSHIP PLAN
 STATEMENT OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS
 Year ended December 31, 2024

ADDITIONS

Additions to net assets attributed to:

| | |
|------------------------------------------------------------------------|--------------------|
| Investment income: | |
| Interest and dividend income on investments managed by the custodian | \$ 80,876 |
| Net appreciation in fair value of investments managed by the custodian | 110,948 |
| Dividend income on sponsor company common stock | <u>624,692</u> |
| | 816,516 |
| Employer's contribution | <u>583,609</u> |
| TOTAL ADDITIONS | 1,400,125 |

DEDUCTIONS

Deductions from net assets attributed to:

| | |
|----------------------------------------------------------------|----------------------|
| Investment loss: | |
| Net depreciation in fair value of sponsor company common stock | 430,125 |
| Operating expenses | 15,322 |
| Benefits paid to participants | <u>1,706,675</u> |
| TOTAL DEDUCTIONS | <u>2,152,122</u> |
| NET DECREASE | (751,997) |

NET ASSETS AVAILABLE FOR BENEFITS

| | |
|-------------------|-------------------------|
| Beginning of year | <u>9,772,195</u> |
| END OF YEAR | <u>\$ 9,020,198</u> |

See accompanying notes.

THE LAW COMPANY, INC. EMPLOYEE STOCK OWNERSHIP PLAN
NOTES TO FINANCIAL STATEMENTS

NOTE A - DESCRIPTION OF PLAN

The following description of the Plan provides only general information. Participants should refer to the Plan agreement for a more complete description of the Plan's provisions.

General

The Plan was established January 1, 1978 as a defined contribution plan. As of January 1, 1983, the Plan was amended to operate as an employee stock ownership plan (ESOP) and is designed to comply with Section 4975(e)(7) and the regulations thereunder of the Internal Revenue Code of 1986, as amended and is subject to the applicable provisions of the Employee Retirement Income Security Act of 1974, as amended (ERISA). The Plan is administered by The Law Company, Inc. (the Company) who has appointed a Committee to assist in the administration of the Plan. The Committee has the responsibility for making all discretionary determinations under the Plan and for giving distribution directions to the Trustees. Richard Kerschen and Dennis Kerschen are Co-Trustees of the Plan.

The Plan purchased The Law Company, Inc. common stock and holds the stock in a trust established under the Plan. Fully deductible Company contributions to the trust fund were used to purchase the stock.

Contributions

The Plan covers all employees of The Law Company, Inc. and LK Architecture, Inc. (its subsidiary company) who have been employed for two years or more, have completed 1,000 hours of credited service in each such year, are age twenty-one or older and are non-union. For each plan year, the Company decides the amount of employer contributions. Unless otherwise elected by the employer, employer contributions will be an amount equal to 7% of the covered compensation of all eligible participants for the plan year. Employer contributions may be made in either cash or issuance of stock of the Company as determined by the Board of Directors.

Participant Accounts

Contributions are invested through The Law Company, Inc. Employee Stock Ownership Trust (the Trust). The plan administrator will allocate and credit each annual employer contribution to the account of each participant who satisfies the conditions for eligibility. The plan administrator will allocate the annual employer contributions in the same ratio that each participant's compensation for the plan year bears to the total compensation of all participants for the plan year. Plan investment earnings are allocated to each participant's account based on the ratio of the participant's beginning of the year account balance to all participants' beginning of the year account balances (after reductions for any subsequent prior to separation of service distributions, and additions for the Company's dividend paid). Company dividends and stock appreciation (depreciation) are allocated based on the number of Company common stock allocated to each participant. According to the plan document, the plan administrator may establish a different order or priority for the allocation steps.

Vesting

A participant's accrued benefit derived from employer contributions is fully vested.

THE LAW COMPANY, INC. EMPLOYEE STOCK OWNERSHIP PLAN
NOTES TO FINANCIAL STATEMENTS

NOTE A - DESCRIPTION OF PLAN (Continued)

Payment of Benefits

Except for certain diversification elections, no distributions from the ESOP Plan will be made until a participant attains age 60 or 65, retires, dies (in which case payment shall be made to his or her beneficiary or, if none, his or her legal representatives), or otherwise terminates employment with the Company or its participating subsidiary. A participant who has attained age 60 and completed a minimum of ten years of participation may elect to withdraw up to 50 percent of their account balance as defined by the ESOP Plan. The Trustees will distribute the amount in accordance with the election in a lump-sum payment within 90 days (or as soon as administratively possible) after the participant files the election. On attainment of age 65, a participant may elect to receive a lump-sum amount equal to the value of his or her account. On termination of service, a participant may elect to receive a lump-sum amount or delay distribution until required if the participant's account value exceeds \$1,000. If the participant's accrued benefit does not exceed \$1,000, the Trustees are to distribute the benefit, in lump-sum, as soon as administratively possible. If participants separate from service and do not elect to withdraw all of their account balance as of the close of the plan year following the year in which the separation occurs, their undistributed account balance is transferred to a segregated account and is separately invested.

Distributions are made in cash. Participants may not elect to receive distributions in the form of Company common stock.

Participant Voting Rights

Each participant is entitled to exercise voting rights attributable to the stock allocated to his or her account only with respect to certain corporate matters and is notified by the Trustees prior to the time that such rights are to be exercised.

Diversification

Diversification is offered to participants close to retirement so that they may have the opportunity to move part of their investment in Company common stock into investments which are more diversified. Participants who are at least age 55 with at least 10 years of participation in the Plan may elect to diversify a portion of their account. Diversification is offered to each eligible participant over a six-year period. In each of the first five years, a participant may diversify up to 25 percent of the number of stock allocated to his or her account, less any stock previously diversified. In the sixth year, the percentage changes to 50 percent.

Administration of Plan Assets

The Law Company, Inc. common stock is held by the Trustees of the Plan. All other Plan assets are held by the custodian of the Plan.

Company contributions are held and managed by the custodian, which invests cash received, interest, and dividend income and makes distributions to participants.

Certain administrative functions are performed by officers or employees of the Companies. No such officer or employee receives compensation from the Plan.

THE LAW COMPANY, INC. EMPLOYEE STOCK OWNERSHIP PLAN
NOTES TO FINANCIAL STATEMENTS

NOTE B - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Accounting Method

The financial statements of the Plan have been prepared using the accrual method of accounting and present the net assets available for plan benefits and changes in those net assets based on fair value.

Investments

The common stock of the Company is reported at fair value at December 31, 2024 and 2023. Fair value is determined by annual independent appraisal.

The Plan's other investment assets are held by The Midwest Trust Company. Such investments are comprised of a money market fund and various mutual funds. Fair values of the Plan's money market fund and mutual funds are based on quoted prices.

Dividends are recorded on the ex-dividend date. Purchases and sales of securities are recorded on a trade-date basis. Realized gains and losses from security transactions are reported on the average cost method.

Payment of Benefits

Benefits are recorded when paid. Withdrawals requested but unpaid at December 31, 2024 were approximately \$186,000.

Estimates

The preparation of financial statements in conformity with generally accepting accounting principles requires the plan administrator to make estimates and assumptions that affect certain reported amounts and disclosures. Accordingly, actual results may differ from those estimates.

NOTE C - PLAN TERMINATION

Although it has not expressed any intent to do so, the Company reserves the right to suspend or discontinue its contributions under the Plan and to terminate the Plan at any time subject to the provisions of ERISA.

NOTE D - PLAN EXPENSES

Plan expenses for administration, valuation, accounting services, and general legal fees are paid by the Company and are excluded from these financial statements.

NOTE E - NONPARTICIPANT-DIRECTED INVESTMENTS

All investments of the Plan as presented in the accompanying statements of net assets available for benefits are nonparticipant-directed investments.

THE LAW COMPANY, INC. EMPLOYEE STOCK OWNERSHIP PLAN
NOTES TO FINANCIAL STATEMENTS

NOTE F - FAIR VALUE MEASUREMENTS

The Plan's investments are reported at fair value in the accompanying statements of net assets available for benefits. The following tables present fair value measurement information for certain financial instruments.

| | | <u>Fair Value Measurements Using:</u> | |
|------------------------------|---------------------|-----------------------------------------------------------------------|--------------------------------------------------|
| | <u>Fair Value</u> | <u>Quoted Prices in Active Markets for Identical Assets (Level 1)</u> | <u>Significant Unobservable Inputs (Level 3)</u> |
| <u>December 31, 2024</u> | | | |
| Cash equivalent | \$ 25,426 | \$ 25,426 | \$ — |
| Mutual funds | | | |
| Equity | 1,118,663 | 1,118,663 | — |
| Fixed income | 63,534 | 63,534 | — |
| Sponsor company common stock | <u>7,228,786</u> | <u>—</u> | <u>7,228,786</u> |
| Total | <u>\$ 8,436,409</u> | <u>\$ 1,207,623</u> | <u>\$ 7,228,786</u> |
| <u>December 31, 2023</u> | | | |
| Cash equivalent | \$ 170,399 | \$ 170,399 | \$ — |
| Mutual funds | | | |
| Equity | 1,057,792 | 1,057,792 | — |
| Fixed income | 178,560 | 178,560 | — |
| Sponsor company common stock | <u>7,658,911</u> | <u>—</u> | <u>7,658,911</u> |
| Total | <u>\$ 9,065,662</u> | <u>\$ 1,406,751</u> | <u>\$ 7,658,911</u> |

FASB ASC 820-10, Fair Value Measurement, establishes a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. This hierarchy consists of three broad levels: Level 1 inputs consist of unadjusted quoted prices in active markets for identical assets and have the highest priority, Level 2 inputs consist of observable inputs other than quoted prices for identical assets, and Level 3 inputs have the lowest priority. The Plan uses appropriate valuation techniques based on the available inputs to measure the fair value of its investments. When available, the Plan measures fair value using Level 1 inputs because they generally provide the most reliable evidence of fair value. Level 3 inputs were only used when Level 1 or Level 2 inputs were not available. No Level 2 inputs were used by the Plan.

THE LAW COMPANY, INC. EMPLOYEE STOCK OWNERSHIP PLAN
 NOTES TO FINANCIAL STATEMENTS

NOTE F - FAIR VALUE MEASUREMENTS (Continued)

Level 1 Fair Value Measurements

The Plan invests in the Fidelity Government Portfolio Fund, which is a highly liquid money market fund and is considered to be a cash equivalent.

The fair value of the money market fund and mutual funds are based on quoted net asset values of the stock held by the Plan at year end.

Level 3 Fair Value Measurements

The fair value of the sponsor company common stock is determined by annual independent appraisal. There have been no changes in the methodologies used at December 31, 2024 and 2023. This appraisal was based upon a combination of the market and income valuation techniques consistent with prior years. The appraiser took into account historical and projected cash flow and net income, return on assets, return on equity, market comparable, and fair value of company assets and liabilities. This appraisal has been performed on a minority interest basis and takes into account the ESOP stock's lack of complete marketability. The valuation process involves plan management's selection of an independent appraiser under an annual contract. Plan management accumulates the data for the appraiser from the audited financial statements of the Company and its subsidiary. The appraiser prepares a preliminary report which plan management and the Trustees review in detail, discuss and approve. The results of this process are documented in minutes of the administrative committee.

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

The following table provides further details of this Level 3 fair value measurement at December 31:

| | <u>Sponsor Company Common Stock</u> | |
|-----------------------------------------------------------------------------------|-------------------------------------|---------------------|
| | <u>2024</u> | <u>2023</u> |
| Beginning balance | \$ 7,658,911 | \$ 8,477,164 |
| Total unrealized loss included in changes in net assets available for benefits | <u>(430,125)</u> | <u>(818,253)</u> |
| Ending balance | <u>\$ 7,228,786</u> | <u>\$ 7,658,911</u> |

THE LAW COMPANY, INC. EMPLOYEE STOCK OWNERSHIP PLAN
 NOTES TO FINANCIAL STATEMENTS

NOTE G - INVESTMENTS

The Plan's investment in The Law Company, Inc. common stock at December 31 is as follows:

| | <u>2024</u> | <u>2023</u> |
|-----------------|-------------|-------------|
| Cost of stock | \$ 727,013 | \$ 727,013 |
| Fair value | 7,228,786 | 7,658,911 |
| Shares of stock | 22,103 | 22,103 |

NOTE H - INFORMATION CERTIFIED BY THE CUSTODIAN

The following information included in the accompanying financial statements and supplemental schedules was obtained from data that has been prepared and certified as complete and accurate by the custodian.

| | <u>2024</u> | <u>2023</u> |
|-----------------------------------------------|-------------|-------------|
| Investments, at fair value: | | |
| Cash and cash equivalent | \$ 25,571 | \$ 200,351 |
| Mutual funds | 1,182,197 | 1,236,352 |
| Accrued income | 35 | 1,328 |
| Interest and dividend income on investments | 80,876 | 112,450 |
| Net appreciation in fair value of investments | 110,948 | 198,257 |
| Operating expenses | 15,322 | 17,150 |

NOTE I - TAX STATUS

The IRS has determined and informed the plan sponsor by a letter dated November 9, 2017, that the Plan and related trust are designed in accordance with applicable sections of the Internal Revenue Code (IRC). Although the Plan has been amended since receiving the determination letter, the plan administrator and the Plan's tax counsel believe that the Plan is designed, and is currently being operated, in compliance with the applicable requirements of the IRC and, therefore, believe that the Plan is qualified, and the related trust is tax-exempt.

Accounting principles generally accepted in the United States of America require 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.

NOTE J - RISKS AND UNCERTAINTIES

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

THE LAW COMPANY, INC. EMPLOYEE STOCK OWNERSHIP PLAN
NOTES TO FINANCIAL STATEMENTS

NOTE K - RELATED PARTY TRANSACTIONS

Plan investments listed as cash equivalent and mutual funds are in custodial control and managed by The Midwest Trust Company, the custodian as defined by the Plan and, therefore, these transactions qualify as party in interest. Operating expenses paid to the custodian by the Plan amounted to \$15,322 for the year ended December 31, 2024.

During 2024, one of the Trustees of the Plan received benefit payment in the amount of \$5,660.

NOTE L - CONCENTRATIONS

The Law Company, Inc. common stock comprised approximately 80% and 78% of net assets available for benefits as of December 31, 2024 and 2023, respectively.

NOTE M - SUBSEQUENT EVENTS

On January 3, 2025, the Company repurchased \$750,000 of Company common stock from the ESOP Plan.

The Plan received the 2024 contribution of \$583,609 in March 2025.

Management has evaluated subsequent events through July 18, 2025, the date the financial statements were available to be issued and determined that no additional disclosures were necessary.

SUPPLEMENTARY INFORMATION

THE LAW COMPANY, INC. EMPLOYEE STOCK OWNERSHIP PLAN
SCHEDULE H, Line 4i - SCHEDULE OF ASSETS HELD AT END OF YEAR
EIN 48-0648736, Plan 001
December 31, 2024

| (a) | (b) | (c) | (d) | (e) |
|------------------------------------------------------|---------------------------------------------------------------------------------------------------------|-------------------|---------------------|---------------------|
| Identity of issue, borrower, lessor or similar party | Description of investment including maturity date, rate of interest, collateral, par, or maturity value | Cost | Current value | |
| * | The Law Company, Inc. | Common stock | \$ 727,013 | \$ 7,228,786 |
| * | The Midwest Trust Company Deposit Account | Cash | 105 | 105 |
| * | The Midwest Trust Company Sweep Account | Cash | 40 | 40 |
| | Fidelity Government Portfolio Fund | Money Market Fund | 25,426 | 25,426 |
| | Baird Intermediate Bond Fund | Mutual Fund | 18,668 | 18,704 |
| | Dodge & Cox Income Fund | Mutual Fund | 25,693 | 26,158 |
| | Fidelity Short Term Treasury Bond Index Fund | Mutual Fund | 1,313 | 1,335 |
| | Fidelity Intermediate Treasury Bond Index Fund | Mutual Fund | 6,606 | 6,524 |
| | Palmer Square Income Plus Fund | Mutual Fund | 2,678 | 2,697 |
| | Lord Abbett Short Duration Income Fund | Mutual Fund | 8,032 | 8,116 |
| | Invesco Developing Markets R6 Fund | Mutual Fund | 1,956 | 1,931 |
| | Cohen & Steers Institutional Realty Fund | Mutual Fund | 2,306 | 2,579 |
| | DFA US Small Cap Fund | Mutual Fund | 4,855 | 5,445 |
| | American Funds EuroPacific Growth Fund | Mutual Fund | 4,508 | 4,249 |
| | JPMorgan Equity Income Fund | Mutual Fund | 7,421 | 7,573 |
| | JPMorgan Large Cap Growth Fund | Mutual Fund | 10,403 | 12,203 |
| | Clearbridge International Growth Fund | Mutual Fund | 4,220 | 4,349 |
| | MFS Mid Cap Value R6 Fund | Mutual Fund | 4,242 | 4,246 |
| | Neuberger Berman Large Cap Value Fund | Mutual Fund | 7,302 | 7,720 |
| | T. Rowe Price Mid Cap Growth Fund | Mutual Fund | 4,493 | 4,356 |
| | Touchstone Sands Capital Emerging Markets Growth Fund | Mutual Fund | 1,861 | 1,912 |
| | Vanguard Growth Index Admiral Fund | Mutual Fund | 10,219 | 12,522 |
| | Vanguard Target Retirement Income Fund | Mutual Fund | 12,567 | 12,833 |
| | Vanguard Targe Retirement 2020 Fund | Mutual Fund | 313,248 | 296,444 |
| | Vanguard Targe Retirement 2030 Fund | Mutual Fund | 111,063 | 159,949 |
| | Vanguard Targe Retirement 2035 Fund | Mutual Fund | 218,338 | 227,609 |
| | Vanguard Targe Retirement 2045 Fund | Mutual Fund | 56,197 | 67,937 |
| | Vanguard Targe Retirement 2050 Fund | Mutual Fund | 99,244 | 140,008 |
| | Vanguard Targe Retirement 2055 Fund | Mutual Fund | 112,465 | 138,001 |
| | Vanguard Targe Retirement 2060 Fund | Mutual Fund | 5,739 | 6,797 |
| | | | <u>\$ 1,808,221</u> | <u>\$ 8,436,554</u> |

* Party in interest but not prohibited transactions

See independent auditor's report.

THE LAW COMPANY, INC. EMPLOYEE STOCK OWNERSHIP PLAN
 SCHEDULE H, Line 4j - SCHEDULE OF REPORTABLE TRANSACTIONS
 EIN 48-0648736, Plan 001
 Year ended December 31, 2024

| (a) | (b) | (c) | (d) | (e) | (f) | (g) | (h) | (i) |
|----------------------------|------------------------------------|----------------|---------------|--------------|-----------------------------------|---------------|--------------------------------------------|--------------------|
| Identity of party involved | Description of asset | Purchase price | Selling price | Lease rental | Expense incurred with transaction | Cost of asset | Current value of asset on transaction date | Net gain or (loss) |
| Single Transactions | | | | | | | | |
| N/A | Fidelity Government Portfolio Fund | \$ 690,825 | N/A | N/A | \$ - | \$ 690,825 | \$ 690,825 | \$ - |
| N/A | Fidelity Government Portfolio Fund | N/A | \$ 666,238 | N/A | - | 666,238 | 666,238 | - |

See independent auditor's report.

THE LAW COMPANY, INC. EMPLOYEE STOCK OWNERSHIP PLAN
SCHEDULE H, Line 4j - SCHEDULE OF REPORTABLE TRANSACTIONS (Continued)
EIN 48-0648736, Plan 001
Year ended December 31, 2024

| (a) | (b) | (c) | (d) | (e) | (f) | (g) | (h) | (i) |
|---------------------------------------------|------------------------------------|----------------|---------------|--------------|-----------------------------------|---------------|--------------------------------------------|--------------------|
| Identity of party involved | Description of asset | Purchase price | Selling price | Lease rental | Expense incurred with transaction | Cost of asset | Current value of asset on transaction date | Net gain or (loss) |
| Series of Transactions in the Same Security | | | | | | | | |
| N/A | Fidelity Government Portfolio Fund | \$ 1,359,972 | N/A | N/A | \$ - | \$ 1,359,972 | \$ 1,359,972 | \$ - |
| N/A | Fidelity Government Portfolio Fund | N/A | \$ 1,504,945 | N/A | - | 1,504,945 | 1,504,945 | - |

See independent auditor's report.