

Form 5500

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security
Administration

Pension Benefit Guaranty Corporation

Annual Return/Report of Employee Benefit Plan

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

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

OMB Nos. 1210-0110
1210-0089

2024

This Form is Open to Public Inspection

Part I Annual Report Identification Information

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

- A This return/report is for: [] a multiemployer plan [] a multiple-employer plan (Filers checking this box must provide participating employer information in accordance with the form instructions.) [x] a single-employer plan [] a DFE (specify) ____
B This return/report is: [] the first return/report [] the final return/report [] an amended return/report [] a short plan year return/report (less than 12 months)
C If the plan is a collectively-bargained plan, check here. []
D Check box if filing under: [x] Form 5558 [] automatic extension [] the DFVC program [] special extension (enter description)
E If this is a retroactively adopted plan permitted by SECURE Act section 201, check here. []

Part II Basic Plan Information—enter all requested information

1a Name of plan: SULPHUR SPRINGS BANCSHARES, INC. EMPLOYEE STOCK OWNERSHIP PLAN WITH 401(K) PROVISIONS
1b Three-digit plan number (PN): 001
1c Effective date of plan: 01/01/1991
2a Plan sponsor's name (employer, if for a single-employer plan): SULPHUR SPRINGS BANCSHARES, INC.
2b Employer Identification Number (EIN): 75-1983358
2c Plan Sponsor's telephone number: 903-885-7523
2d Business code (see instructions): 522110

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 of plan administrator, Date, Enter name of individual signing as plan administrator. Includes rows for 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	336
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)	256
	6a(2)	257
	6b	59
	6c	38
	6d	354
	6e	0
	6f	354
	6g(1)	316
6g(2)	332	
6h	0	
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	7	

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

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

9a Plan funding arrangement (check all that apply)	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 0
- (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.
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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 SULPHUR SPRINGS BANCSHARES, INC. EMPLOYEE STOCK OWNERSHIP PLAN WITH 401(K) PROVISIONS	B Three-digit plan number (PN) ▶	001
C Plan sponsor's name as shown on line 2a of Form 5500 SULPHUR SPRINGS BANCSHARES, INC.	D Employer Identification Number (EIN) 75-1983358	

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)

BOKF, NA

73-0780382

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
15 16 27 37 50 51 52 65 70	NONE	81549	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)

CHARLES SCHWAB TRUST BANK

82-3967259

(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?
19 65	NONE	8275	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	190	Yes <input checked="" 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
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(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(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.	OMB No. 1210-0110 2024 This Form is Open to Public Inspection
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For calendar plan year 2024 or fiscal plan year beginning <u>01/01/2024</u> and ending <u>12/31/2024</u>	
A Name of plan <u>SULPHUR SPRINGS BANCSHARES, INC. EMPLOYEE STOCK OWNERSHIP PLAN WITH 401(K) PROVISIONS</u>	B Three-digit plan number (PN) ▶ <u>001</u>
C Plan sponsor's name as shown on line 2a of Form 5500 <u>SULPHUR SPRINGS BANCSHARES, INC.</u>	D Employer Identification Number (EIN) <u>75-1983358</u>

Part I	Asset and Liability Statement
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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	8939	9266
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)	-1854	0
(2) Participant contributions	1b(2)	0	1
(3) Other	1b(3)	0	0
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)	2495440	1670659
(2) U.S. Government securities	1c(2)	0	0
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)	0	0
(B) All other	1c(3)(B)	0	0
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)	0	0
(B) Common	1c(4)(B)	0	0
(5) Partnership/joint venture interests	1c(5)	0	0
(6) Real estate (other than employer real property)	1c(6)	0	0
(7) Loans (other than to participants)	1c(7)	0	0
(8) Participant loans	1c(8)	189723	340877
(9) Value of interest in common/collective trusts	1c(9)	0	0
(10) Value of interest in pooled separate accounts	1c(10)	0	0
(11) Value of interest in master trust investment accounts	1c(11)	0	0
(12) Value of interest in 103-12 investment entities	1c(12)	0	0
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)	11919097	14285057
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)	0	0
(15) Other	1c(15)	0	0

1d Employer-related investments:		(a) Beginning of Year	(b) End of Year
(1) Employer securities.....	1d(1)	10955238	12269125
(2) Employer real property.....	1d(2)	0	0
e Buildings and other property used in plan operation.....	1e	0	0
f Total assets (add all amounts in lines 1a through 1e).....	1f	25566583	28574985
Liabilities			
g Benefit claims payable.....	1g	0	0
h Operating payables.....	1h	8939	9266
i Acquisition indebtedness.....	1i	0	0
j Other liabilities.....	1j	0	0
k Total liabilities (add all amounts in lines 1g through 1j).....	1k	8939	9266
Net Assets			
l Net assets (subtract line 1k from line 1f).....	1l	25557644	28565719

Part II Income and Expense Statement

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

Income		(a) Amount	(b) Total
a Contributions:			
(1) Received or receivable in cash from: (A) Employers.....	2a(1)(A)	362688	
(B) Participants.....	2a(1)(B)	992752	
(C) Others (including rollovers).....	2a(1)(C)	678	
(2) Noncash contributions.....	2a(2)	0	
(3) Total contributions. Add lines 2a(1)(A) , (B) , (C) , and line 2a(2)	2a(3)		1356118
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit).....	2b(1)(A)	190880	
(B) U.S. Government securities.....	2b(1)(B)		
(C) Corporate debt instruments.....	2b(1)(C)		
(D) Loans (other than to participants).....	2b(1)(D)		
(E) Participant loans.....	2b(1)(E)	19446	
(F) Other.....	2b(1)(F)		
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		210326
(2) Dividends:			
(A) Preferred stock.....	2b(2)(A)		
(B) Common stock.....	2b(2)(B)		
(C) Registered investment company shares (e.g. mutual funds).....	2b(2)(C)		
(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)		0
(3) Rents.....	2b(3)		
(4) Net gain (loss) on sale of assets:			
(A) Aggregate proceeds.....	2b(4)(A)		
(B) Aggregate carrying amount (see instructions).....	2b(4)(B)		
(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result.....	2b(4)(C)		
(5) Unrealized appreciation (depreciation) of assets:			
(A) Real estate.....	2b(5)(A)		
(B) Other.....	2b(5)(B)	1349604	
(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B)	2b(5)(C)		

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts	2b(6)		
(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)		2434499
c Other income	2c		
d Total income. Add all income amounts in column (b) and enter total	2d		5350547

Expenses

e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	2252648	
(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)		2252648
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)	73776	
(6) Bank or trust company trustee/custodial fees	2i(6)	16048	
(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)		89824
j Total expenses. Add all expense amounts in column (b) and enter total	2j		2342472

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d	2k		3008075
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: **PAYNE & SMITH, LLC**

(2) EIN: **27-0316262**

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.	X		

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>SULPHUR SPRINGS BANCSHARES, INC. EMPLOYEE STOCK OWNERSHIP PLAN WITH 401(K) PROVISIONS</u>	B Three-digit plan number (PN) ▶	<u>001</u>
C Plan sponsor's name as shown on line 2a of Form 5500 <u>SULPHUR SPRINGS BANCSHARES, INC.</u>	D Employer Identification Number (EIN) <u>75-1983358</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		0
---	--	---

2 Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits):
 EIN(s): 94-1737782

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 06 / 30 / 2020 (MM/DD/YYYY) and the Opinion Letter serial number Q704076A.

***SULPHUR SPRINGS BANCSHARES, INC.
EMPLOYEE STOCK OWNERSHIP PLAN
WITH 401(k) PROVISIONS***

**Financial Statements and
Supplemental Schedule**

December 31, 2024 and 2023

(With Independent Auditor's Report Thereon)

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Independent Auditor's Report

Sulphur Springs Bancshares, Inc.
Employee Stock Ownership Plan with 401(k) Provisions
Sulphur Springs, Texas

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

We have performed an audit of the financial statements of Sulphur Springs Bancshares, Inc. Employee Stock Ownership Plan with 401(k) Provisions ("the Plan"), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) (ERISA Section 103(a)(3)(C) audit). The financial statements comprise the statements of net assets available for benefits as of December 31, 2024 and 2023, and the related statements of changes in net assets available for benefits for the years then ended, and the related notes to the financial statements.

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

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

Opinion on the Financial Statements

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 financial statements referred to above, 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 financial statements referred to above 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 on the Financial Statements

We conducted our audits in accordance with auditing standards generally accepted in the United States of America. 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 the financial statements are available to be issued.

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

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 generally accepted auditing standards 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 generally accepted auditing standards, 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 Matters - Supplemental Schedule Required by ERISA

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

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

In our opinion:

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

Payne + Smith, LLC

August 17, 2025

SULPHUR SPRINGS BANCSHARES, INC.
EMPLOYEE STOCK OWNERSHIP PLAN WITH 401(k) PROVISIONS

STATEMENTS OF NET ASSETS
AVAILABLE FOR BENEFITS

December 31, 2024 and 2023

	<u>2024</u>	<u>2023</u>
<u>ASSETS</u>		
Investments, at fair value:		
Money market funds	\$ 1,670,659	\$ 2,495,440
Mutual funds	<u>14,285,056</u>	<u>11,919,097</u>
Total money market funds and mutual funds	15,955,715	14,414,537
Sponsor company common stock	<u>12,269,125</u>	<u>10,955,238</u>
Total investments, at fair value	28,224,840	25,369,775
Notes receivable from participants	<u>340,877</u>	<u>189,723</u>
Total assets	<u>28,565,717</u>	<u>25,559,498</u>
<u>LIABILITIES</u>		
Excess contributions payable	<u>-</u>	<u>1,854</u>
Total liabilities	<u>-</u>	<u>1,854</u>
NET ASSETS AVAILABLE FOR PLAN BENEFITS	<u>\$ 28,565,717</u>	<u>\$ 25,557,644</u>

The accompanying notes are an integral part of these financial statements.

SULPHUR SPRINGS BANCSHARES, INC.
EMPLOYEE STOCK OWNERSHIP PLAN WITH 401(k) PROVISIONS

STATEMENTS OF CHANGES IN NET ASSETS
AVAILABLE FOR BENEFITS

For the Years Ended December 31, 2024 and 2023

	<u>2024</u>	<u>2023</u>
CHANGES IN NET ASSETS ATTRIBUTED TO:		
Investment income:		
Net appreciation in fair value of investments	\$ 2,314,693	\$ 1,136,431
Interest and dividend income on		
money market funds and mutual funds	834,289	595,151
Dividend income on Sponsor common stock	819,167	695,065
Investment advisory fees	<u>(73,776)</u>	<u>(62,390)</u>
Total investment income	3,894,373	2,364,257
Interest income on notes receivable from participants	26,276	9,766
Contributions:		
Employer	362,688	358,778
Participants'	992,752	974,269
Rollovers	<u>679</u>	<u>55,172</u>
Total contributions	<u>1,356,119</u>	<u>1,388,219</u>
Total changes in income, interest income on notes receivable from participants, and contributions	<u>5,276,768</u>	<u>3,762,242</u>
CHANGES IN NET ASSETS ATTRIBUTED TO:		
Expenses:		
Benefit payments to participants	2,252,647	2,456,183
Administrative fees	<u>16,048</u>	<u>12,335</u>
Total expenses	<u>2,268,695</u>	<u>2,468,518</u>
NET INCREASE IN NET ASSETS AVAILABLE FOR BENEFITS	3,008,073	1,293,724
NET ASSETS AVAILABLE FOR BENEFITS:		
Beginning of year	<u>25,557,644</u>	<u>24,263,920</u>
End of year	<u>\$ 28,565,717</u>	<u>\$ 25,557,644</u>

The accompanying notes are an integral part of these financial statements.

SULPHUR SPRINGS BANCSHARES, INC.
EMPLOYEE STOCK OWNERSHIP PLAN WITH 401(k) PROVISIONS

NOTES TO FINANCIAL STATEMENTS

December 31, 2024 and 2023

1. Description of the Plan

The following description of the Sulphur Springs Bancshares, Inc. Employee Stock Ownership Plan with 401(k) Provisions (the Plan) provides only general information. Participants should refer to the Plan document for a more complete description of the Plan's provisions.

General

The Plan is a defined contribution plan. Specifically, it is an employee stock ownership plan with 401(k) provisions that is intended to invest primarily in Sulphur Springs Bancshares, Inc. (referred to as the Plan Sponsor or Company) common stock and managed investments which are funded by contributions from both the participants and the Plan Sponsor. The Plan was adopted January 1, 1991 and is subject to the requirements of the Employee Retirement Income Security Act of 1974 (ERISA). As per the Summary of Material Modification included in the Plan's Annual Participant Disclosures, effective January 1, 2024, the Plan incorporated new eligibility rules relating to certain Long-Term Part-Time (LTPT) employees. The Plan is overseen by the Company's Board of Directors and administered by a Plan Administrator.

Eligibility

Eligible participants are those individuals employed by Sulphur Springs Bancshares, Inc. or any affiliate who has adopted the Plan. Certain classes of Company employees, as defined by the Plan, are excluded from participating in the Plan.

Plan eligibility is based on a two-method system: (1) For the purposes of 401(k) elective deferral and employer matching contributions, non-excluded employees are eligible to participate in the Plan immediately on the date they perform an hour of service as an eligible employee. (2) For the purposes of non-elective contributions, non-excluded employees are eligible to begin receiving non elective contributions on the first day of the first month and seventh month of the Plan Year coincident with or next following the date they first perform an hour of service as an eligible employee.

As per the Summary of Material Modification included in the Plan's Annual Participant Disclosures, effective January 1, 2024, employees who do not meet the age and service requirements for full participation in the Plan may still be able to participate in the Plan as LTPT Employees if such employees have worked at least 500 hours of service in three consecutive 12-month periods (starting with the 2021 Plan year) and are at least age 21. LTPT Employees are exempted from the automatic enrollment provisions of the Plan.

Contributions

The Plan has an automatic deferral feature whereby an eligible participant is enrolled in the Plan at a salary deferral rate equal to 6% of the participant's eligible compensation, unless the Employer amends the Plan, or the participant opts out. As per the Summary of Material Modification included in the Plan's Annual Participant Disclosures, effective January 1, 2024, participants may elect to start, increase or reduce their pre-tax elective deferral contributions to the Plan effective as of the dates established pursuant to Plan Administrator procedures. The Plan Administrator may also reduce or totally suspend participants' elective deferral contributions if the Plan Administrator determines that such pre-tax deferrals may cause the Plan to fail to satisfy any of the requirements of the Internal Revenue Code.

Participants may contribute up to 100% of their eligible compensation in the form of pre-tax elective deferral contributions or after-tax Roth elective deferral contributions, subject to certain maximum limitations imposed by the Internal Revenue Code. Both pre-tax elective deferral contributions and after-tax Roth elective deferral contributions are included in the definition of Matched Employee Contribution and are therefore subject to the Employer match contribution provision of the Plan.

The Employer may make some or all its matching and/or discretionary contributions in the form of shares of Company common stock or cash. Company contributions made in stock shall generally remain in the form of Company stock until liquidated upon the exercise of diversification rights or upon termination of employment or upon other occasions determined by the Plan Administrator. Company contributions made in cash may be designated by the Company for investment in Company stock. As per the Summary of Material Modification included in the Plan's Annual Participant Disclosures, effective January 1, 2024, participants designated as LTPT Employees are not eligible to receive any Employer Contributions. During 2024 and 2023, Employer matching contributions totaled \$362,688 and \$358,778, respectively.

Participants are permitted to rollover contributions representing distributions from other qualified defined benefit or defined contribution plans.

SULPHUR SPRINGS BANCSHARES, INC.
EMPLOYEE STOCK OWNERSHIP PLAN WITH 401(k) PROVISIONS

Participant Accounts

Each participant's account is credited with the participant's contribution, an allocation of the Company's discretionary matching contributions, plan earnings or losses, and an allocation of plan expenses. Allocations are based on a participant's investment elections and earnings or losses, or account balances, as defined in the Plan. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account balance.

The Plan limits participants' investment in Company stock. In the event a participant's total Plan account balances invested in Company stock exceeds 75% of the participant's total Plan account balance at the time any Company stock purchase offering, ESOP reshuffling, or ESOP allocation transaction is to occur, such Participant will not be allowed to receive, or invest in, additional Company stock available for purchase by Plan participants for any reason in either the non-ESOP or ESOP portions of the Plan until such time as the 75% limitation will not be exceeded. Under special rules for the 75% Company stock limitation provision, participants whose Plan account balance exceeded the 75% Company stock limitation as of July 31, 2022, are not required to liquidate any existing investments in Company stock but will only be allowed to purchase additional Company stock in amounts that do not cause the 75% limit to be exceeded. With regard to Employer contributions designated to be made to an ESOP account, participants subject to the 75% Company stock limitation provision will retain their portion of any ESOP Employer contributions in cash at the time the ESOP accounting is completed with such amount to be transferred to the non-ESOP portion of the Plan to be invested at such participants' direction.

Investment Options

The Plan currently offers a money market fund, various mutual funds, and Company Stock (Sponsor company common stock) as investment options for participants. At any time, participants may liquidate any mutual fund holdings and invest the funds in cash or a money market fund investment. Additionally, participants may change their investment options within mutual funds at any time. The Company directs its matching contributions into the Federated Hermes Government Ultrashort Fund mutual fund.

Participants may always self-direct their contributions into the Elective Deferral Account, Qualified Nonelective Contribution Account, Rollover Contribution Account, and Transfer Accounts. For those Accounts not invested in Company Stock, participants may also self-direct their contributions into the Employer Matching Contribution Account and Non-Elective Contribution Account.

Vesting

Participants are immediately vested in their contributions plus actual earnings thereon. The Company's discretionary matching contributions vest to participants immediately.

For participants not designated as LTPT employees, discretionary profit-sharing contributions are based on 1,000 hours Year of Vesting Service and vest on a graded scale of twenty, forty, sixty, eighty, and one hundred percent after one, two, three, four, and five years of service, respectively.

As per the Summary of Material Modification included in the Plan's Annual Participant Disclosures, effective January 1, 2024, for participants designated as LTPT employees, discretionary profit-sharing contributions are based on 500 hours Year of Vesting Service (for any year after 2020 in which the LTPT employee was credited with at least 500 hours of service) and vest on a graded scale of twenty, forty, sixty, eighty, and one hundred percent after one, two, three, four, and five years of service, respectively.

Notes receivable from Participants

Participants may borrow from their accounts an amount not to exceed the lesser of: (a) one-half of the participant's vested account balance or (b) \$50,000 reduced by the participant's greatest outstanding loan balance during the 12 months preceding the date of the loan. The loans are secured by the balance in the participant's account and bear interest at rates ranging from 3.25% to 8.50%, which are commensurate with local prevailing rates as determined by the Plan administrator at the time of loan origination. The loan must be entirely repaid within five years of the date the loan proceeds are received, unless the loan is to be used to acquire the principal residence of the participant, in which case the loan must be entirely repaid within a period not to exceed 30 years of the date the loan proceeds are received. Principal and interest are repaid ratably through payroll deductions.

Forfeitures

Forfeitures represent the portion of non-vested account balances of terminated participants. Amounts forfeited from a Participant's Account shall be used to restore forfeitures, reduce Company contributions or to pay Plan expenses as provided by the Plan. At December 31, 2024 and 2023, the Plan had no forfeited non-vested accounts.

SULPHUR SPRINGS BANCSHARES, INC.
EMPLOYEE STOCK OWNERSHIP PLAN WITH 401(k) PROVISIONS

Payments of Benefits

Payments for benefits under the Plan are recorded when paid. Upon termination of service due to death, disability or retirement, participants may receive a lump sum payment equal to their vested account balance.

Prior to January 1, 2024, distributions after termination of employment for reasons other than death were paid out in the form of cash only and commenced immediately as soon as administratively feasible with a final payment made consisting of any allocations occurring after such termination of employment. The distributions could be made in the form of lump sums, installments or as partial withdrawals. As per the Summary of Material Modification included in the Plan's Annual Participant Disclosures, effective January 1, 2024, a participant may elect to 1) receive this distribution in cash; or 2) rollover the distribution to an individual Retirement Account (IRA) or to the qualified plan of a new employer that allows such rollovers. The Accounts of participants who do not timely return their distribution election forms will be distributed in cash if the vested Account balance does not exceed \$1,000. If the vested Account balance is more than \$1,000, but does not exceed \$7,000, the Plan Administrator will transfer the vested Account to an IRA established in the participant's name; unless the distribution occurs after the Required Minimum Distribution (RMD) Beginning Date, whereby, the RMD will be invested in an IRA designed to preserve principal and provide a reasonable rate of return and liquidity. If the vested Account balance exceeds \$7,000, a participant must consent to any distribution of the Account unless the distribution is an RMD. To comply with certain requirements of the SECURE Act and IRS regulations in place at December 31, 2024, the Plan requires participants to take their first RMD in the year they attain age 73.

Participants who are also active employees can take a hardship withdrawal up to their vested account balance, subject to certain conditions and restrictions. To comply with certain requirements of the SECURE Act and IRS regulations, the Plan has waived certain aspects of the substantiation rule requirements, and the six-month elective deferrals suspension rule for hardship distributions.

Additionally, the Plan permits eligible participants to take penalty-free withdrawal of up to \$5,000 from their elective deferral (pre-tax and Roth) account balances for expenses related to the birth or adoption of a child as made available through the Retirement Plan Provisions of the SECURE Act.

With regards to Company stock, a lump sum distribution will be made as soon as administratively feasible in the year subsequent to the termination. With regards to distributions on account of the death of the participant, the entire account balance of the participant shall be paid to the beneficiaries by end of fifth year in accordance with the Basic Plan Document's, Sections 7.02(c)(1)(A) and 7.02(c)(2)(A).

Put Option

Under federal income tax regulations, the employer stock that is held by the Plan and its participants and is not readily tradable on an established market or is subject to trading limitations includes a put option. The put option is a right to demand that the Company buy any shares of its stock distributed to participants for which there is no market. The put price is representative of the current value of the stock. The Company may pay the purchase price in a single cash payment or in substantially equal periodic payments over a period of five years.

Reshuffling Policy

The Plan Administrator is authorized to direct the Trustee of the Plan to transfer Company Stock held in a participant's ESOP account into other accounts of the participant, annually, following their termination, retirement, or death. The transfer shall occur when the participant receives a distribution from the participant's ESOP account. The Plan shall value the Company Stock as of the most recent valuation date and transfer all the Company Stock in the participant's ESOP account. Only participants whom the Company actively employs shall receive an allocation of the transferred Company Stock.

The purpose of the Reshuffling Policy is to maintain the ESOP shares of the Company as 100% owned by the ESOP on behalf of current employees who are participants in the ESOP and to freeze the investments of former employees in Company Stock allocated to them under the terms of the ESOP in a manner that is consistent with the applicable Internal Revenue Service and Department of Labor rules and regulations. Adoption of the Reshuffling Policy has led to an increase in benefit payments to terminated participants. During 2024 and 2023, distributions to terminated participants, aggregated in the presentation of benefit payments to participants in the accompanying statements of changes in net assets available for benefits, approximated \$661,000 and \$1,530,000, respectively.

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EMPLOYEE STOCK OWNERSHIP PLAN WITH 401(k) PROVISIONS

Diversification

Diversification is offered to participants close to retirement so that they may have the opportunity to move part of the value of their investment in Company common stock into investments which are more diversified. Participants who are at least age 55 with at least ten 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 the first five years, eligible participants may diversify up to 25 percent of their shares in the Company stock (at fair market value of the employer stock based on the most recent valuation) allocated to their individual ESOP accounts. The 25 percent allocation is cumulative for all five years and is reduced in any year by any amounts previously diversified. In the sixth year, eligible participants may elect to cumulatively diversify up to 50 percent of their ESOP account.

2. Summary of Significant Accounting Policies

Date of Management's Review and Subsequent Events

The Plan has evaluated subsequent events and transactions for potential recognition or disclosure through August 17, 2025, which is the date the financial statements were available to be issued.

Basis of Accounting

The financial statements of the Plan are prepared on the accrual basis of accounting.

Use of Estimates

The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect certain reported amounts of assets, liabilities, and changes therein, and disclosure of contingent assets and liabilities. Actual results may differ from those estimates.

Investment Valuation and Income Recognition

Investments of the Plan are reported at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. See Note 4 for disclosure of fair value measurements.

The net appreciation in fair value of investments consists of the realized gains and losses from sales of investments and unrealized appreciation (depreciation) of investments. The net change in unrealized appreciation (depreciation) in fair value of investments is determined by the change in fair value from the beginning of the year to the end of the year or change in fair value from date of the purchase to the end of the year.

Purchases and sales are recorded on a trade date basis. Interest income is recorded on the accrual basis. Dividends are recorded on the ex-dividend date.

Notes Receivable from Participants

Notes receivable from participants are measured at their unpaid principal balance plus any accrued but unpaid interest. Related fees are charged directly to the borrowing participant's account and are included in administrative expenses when incurred. As of December 31, 2024 and 2023, no allowance for credit losses has been recorded.

If a participant does not make loan repayments and the Plan administrator considers the participant loan to be in default, the loan balance is reduced, and the delinquent participant note receivable is recorded as a benefit payment based on the terms of the Plan document. The fair value disclosures for financial instruments are not required for participant loans. Also, participant loans continue to be considered as investments for Form 5500 reporting purposes.

Payment of Benefits

Benefits are recorded when paid.

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Administrative Expenses

Officers or employees of the Company perform certain administrative functions for the Plan. However, such officers and employees receive no compensation from the Plan. The expenses of maintaining the Plan are paid by the Company, unless paid by the Plan. Expenses that are paid by the Company are excluded from these financial statements. Fees related to the administration of notes receivable from participants and fees paid related to benefits paid to participants are charged directly to the participant's account and are included in administrative expenses. Investment-related expenses are included in net appreciation in fair value of investments in the accompanying statements of changes in net assets available for benefits.

3. Information Prepared and Certified by Plan Trustee

The following information included in the accompanying financial statements and supplemental schedule was obtained from data that has been prepared and certified to as complete and accurate by Charles Schwab Bank, the trustee of the Plan.

	<u>2024</u>	<u>2023</u>
Investments, at fair value:		
Money market funds	\$ 1,670,659	\$ 2,495,440
Mutual funds	<u>14,285,056</u>	<u>11,919,097</u>
Total money market funds and mutual funds	<u>\$ 15,955,715</u>	<u>\$ 14,414,537</u>
Notes receivable from Participants	<u>\$ 340,877</u>	<u>\$ 189,723</u>
Interest and dividends income on		
money market funds and mutual funds	<u>\$ 834,289</u>	
Interest income on notes receivable from participants	<u>\$ 26,276</u>	

4. Fair Value Measurements

ASC Topic 820, *Fair Value Measurements and Disclosures* establishes a fair value hierarchy for valuation inputs that gives the highest priority to quoted prices in active markets for identical assets or liabilities and the lowest priority to unobservable inputs. The three broad levels of the fair value hierarchy are as follows:

- 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 (Level 1).
- Level 3 inputs consist of unobservable inputs and 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 2 inputs are used for investments for which Level 1 inputs are not available. Level 3 inputs would only be used if Level 1 or Level 2 inputs are not available. At December 31, 2024 and 2023, there were no plan assets requiring the use of Level 2 inputs and no transfers of plan assets into or out of Level 3 of the fair value hierarchy.

Level 1 Fair Value Measurements

Money market funds - The money market fund is valued using pricing models maximizing the use of observable inputs for similar securities. Although a money market fund seeks to preserve the value of \$1 of investment at \$1 per share (unit), it is possible to lose money by investing in such a fund.

Mutual funds - The fair value of mutual funds is based on quoted net asset values of the shares as reported by the fund. The mutual funds held by the Plan are open-end mutual funds registered with the U.S. Securities and Exchange Commission. The funds must publish their daily net asset value and transact at that price. The mutual funds held by the Plan are considered to be actively traded.

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Level 3 Fair Value Measurements

Sponsor company common stock - The fair value of sponsor company common stock is measured at estimated fair value based on the evaluation of an independent third-party valuation specialist. The fair value is determined using the Combined Valuation approach which is the cumulative sum of the products of the weighted value per share determined using the income approach and the market approach (Guideline and Prior transactions method) adjusted year to year for changing conditions affecting the Company.

The following table set forth, by level within the fair value hierarchy, the Plan's investments at fair value as of December 31, 2024 and 2023:

	Fair Value Measurements Using:		
	Quoted Prices in Active Markets for Identical Assets (Level 1)	Unobservable Inputs (Level 3)	Fair Value
		\$	\$
December 31, 2024:			
Money market funds	1,670,659	-	1,670,659
Mutual funds	14,285,056	-	14,285,056
Sponsor company common stock**	-	12,269,125	12,269,125
Total investments, at fair value	\$ 15,955,715	\$ 12,269,125	\$ 28,224,840
December 31, 2023:			
Money market funds	2,495,440	-	2,495,440
Mutual funds	11,919,097	-	11,919,097
Sponsor company common stock**	-	10,955,238	10,955,238
Total investments, at fair value	\$ 14,414,537	\$ 10,955,238	\$ 25,369,775

**The Sponsor company common stock presented above represents 40,897 shares and 41,031 shares of the Company's common stock held by the Plan at December 31, 2024 and 2023, respectively, and recorded at fair value of approximately \$300 and \$267 per share, respectively. During 2024 and 2023, the Plan purchased no shares of company common stock. During 2024, the Plan sold approximately 134 shares of company common stock for aggregate cash proceeds totaling \$35,716. During 2023, the Plan sold approximately 3,963 shares of company common stock for aggregate cash proceeds totaling \$1,050,267. See Note 5 for additional disclosure of related party transactions in sponsor company common stock.

Gains and losses included in changes in net assets available for benefits for the years ended December 31, 2024 and 2023 are presented in net appreciation in fair value of investments in the accompanying statements of changes in net assets available for benefits.

SULPHUR SPRINGS BANCSHARES, INC.
EMPLOYEE STOCK OWNERSHIP PLAN WITH 401(k) PROVISIONS

5. Party-in-Interest and Related Party Transactions

Certain plan investments are shares of mutual funds and money market funds managed by Charles Schwab Bank (Schwab). Schwab is the trustee as defined by the Plan. Therefore, Schwab is a party-in-interest under ERISA and transactions with Schwab qualify as party-in-interest transactions. During 2024 and 2023, the Plan paid \$8,275 and \$6,952, respectively, in trustee fees to Schwab. These fees have been aggregated in the presentation of administrative fees in the accompanying statements of changes in net assets available for benefits.

Bank of Oklahoma Financial Asset Management (“BOKF”) is the plan’s investments manager and investments adviser, and the Plan’s record keeper as defined by the Plan. Therefore, transactions with BOKF qualify as party-in-interest transactions. During 2024 and 2023, the Plan paid \$73,776 and \$62,390, respectively, in investment management and advisory fees, to BOKF. These fees are presented as a reduction of investment income in the accompanying statements of changes in net assets available for benefits. During 2024 and 2023, the Plan paid approximated \$7,773 and \$5,383 in record keeping fees, respectively, to BOKF. These fees have been aggregated in the presentation of administrative fees in the accompanying statements of changes in net assets available for benefits.

Certain Plan’s assets are investments in the common stock of Sulphur Springs Bancshares, Inc., the Plan sponsor as defined by the Plan. Therefore, transactions with the Plan involving the Sulphur Springs Bancshares, Inc. common stock (Sponsor company common stock) qualify as party-in-interest transactions. During 2024 and 2023, the Plan received cash and stock dividends on Sponsor company common stock in the amounts of \$819,167 and \$695,065, respectively. These Sponsor company common stock dividends are presented as dividend income on Sponsor common stock in the accompanying statements of changes in net assets available for benefits.

On March 18, 2024, the Plan, in accordance with terms of the Stock Repurchase Agreement, sold approximately 134 shares of Sponsor company common stock to the Plan Sponsor at an approximate price of \$267 per share (based on an independent stock appraisal as of December 31, 2023) for cash proceeds totaling \$35,716 to facilitate payment of distributions to terminated employees in accordance with the Reshuffling Policy discussed at Note 1. On March 28, 2023, the Plan, in accordance with terms of the Stock Repurchase Agreement, sold approximately 3,963 shares of Sponsor company common stock to the Plan Sponsor at an approximate price of \$265 per share (based on an independent stock appraisal as of December 31, 2022) for cash proceeds totaling \$1,050,267 to facilitate payment of distributions to terminated employees in accordance with the Reshuffling Policy. See Note 4 for additional disclosures of Sponsor company common stock.

Hillworth Bank Partners (“HBP”) is the Plan’s independent third-party valuation specialist for Sponsor company common stock as defined by the Plan. Therefore, HBP is a party-in-interest under ERISA and transactions with HBP qualify as party-in-interest transactions. Fees incurred by the Plan for valuation services provided by HBP are absorbed fully by the Plan Sponsor and are not disclosed, not included, and not accrued in the accompanying financial statements.

Payne & Smith, LLC is the Plan’s independent public accountant (IPA) as defined by the Plan. Therefore, the IPA is a party-in-interest under ERISA and transactions with the IPA qualify as party-in-interest transactions. Fees incurred by the Plan for audit and nonattest services provided by the IPA are absorbed fully by the Company and are not disclosed, not included, and not accrued in the accompanying financial statements.

These party-in-interest transactions are exempt from the prohibited transaction rules of ERISA.

6. Tax Status

The IRS has determined and informed the Plan by a letter dated June 30, 2020, that the Plan is designed in accordance with applicable sections of the Internal Revenue Code (“the Code”). Although the Plan has been amended since receiving the determination letter, the Plan Administrator believes the Plan is designed and is being operated in compliance with the applicable provisions of the Code.

Accounting principles generally accepted in the United States of America require Plan administrators to evaluate tax positions taken by the Plan and recognize a tax liability for uncertain position that more likely than not would not be sustained upon examination by the IRS. The Plan is subject to routine audits by tax authorities; however, there are currently no audits for any tax period in progress.

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7. Plan Termination

While there is no intention to do so, the Company reserves the right to terminate the Plan. In the event of termination of the Plan, the participants become fully vested in their employer contribution balances, and the net assets of the Plan will be distributed to the participants of the Plan in accordance with the provisions of ERISA.

8. Risks and Uncertainties

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

The following table presents concentrations of investments that represented 5% or more of the Plan's net assets at December 31, 2024 and 2023:

	<u>2024</u>	<u>2023</u>
Mutual funds:		
American FD 2025 Target Date Ret R6	\$ 2,098,685	\$ 1,956,029
Vanguard Life Strategy Growth Fund I	2,062,343	1,926,378
Vanguard Life Strategy Moderate Growth Fund I	2,091,734	1,745,536
Money market fund-		
Schwab Value Advantage Money Fund	1,670,659	2,495,440
Sponsor company common stock-		
Sulphur Springs Bancshares, Inc. - Common Stock	12,269,125	10,955,238

SUPPLEMENTAL SCHEDULE

SULPHUR SPRINGS BANCSHARES, INC.
EMPLOYEE STOCK OWNERSHIP PLAN WITH 401(k) PROVISIONS

SCHEDULE H, PART IV, LINE 4 (i) – SCHEDULE OF ASSETS
(HELD AT END OF YEAR)

December 31, 2024

EIN: 75-1983358

PN: 001

(a)	(b)	(c)	(d)	(e)
Identity of issuer, borrower, lessor or similar party	Description of investment	Units (Shares)	Cost	Current Value
*	Schwab Value Advantage Money Fund	Money market funds	1,670,659.380	** \$ 1,670,659
	American FD 2015 Target Date Ret R6	Mutual fund	9.807	** 120
	American FD 2020 Target Date Ret R6	Mutual fund	16,779.039	** 225,846
	American FD 2025 Target Date Ret R6	Mutual fund	138,162.262	** 2,098,685
	American FD 2030 Target Date Ret R6	Mutual fund	54,969.630	** 950,425
	American FD 2035 Target Date Ret R6	Mutual fund	33,679.475	** 641,257
	American FD 2040 Target Date Ret R6	Mutual fund	6,840.306	** 140,637
	American FD 2045 Target Date Ret R6	Mutual fund	15,660.411	** 332,001
	American FD 2050 Target Date Ret R6	Mutual fund	13,484.215	** 281,820
	American FD 2055 Target Date Ret R6	Mutual fund	4,499.532	** 118,923
	American FD 2060 Target Date Ret R6	Mutual fund	7,943.311	** 142,424
	American FD 2065 Target Retirement R6	Mutual fund	4,743.992	** 82,972
	American Funds Europacific Growth R6	Mutual fund	798.564	** 42,899
	Artisan International Small Cap Fund Instl.	Mutual fund	2,329.979	** 40,541
	Calvert Short Duration Income	Mutual fund	1,522.324	** 23,931
	Cohen & Steers Realty Institutional Shares Fund	Mutual fund	1,083.964	** 51,933
	Dodge & Cox Income Fund	Mutual fund	3,743.644	** 46,384
	Dodge & Cox Stock Fund	Mutual fund	1,577.189	** 405,637
	Federated Hermes Govt Ultrashort Duration Fund R	Mutual fund	60,973.512	** 598,150
	Fidelity 500 Index FD	Mutual fund	3,859.915	** 788,156
	Fidelity Contra Fund	Mutual fund	50,628.243	** 1,064,712
	Fidelity Mid Cap Index	Mutual fund	5,829.552	** 196,864
	Fidelity Small Cap Index	Mutual fund	2,300.571	** 63,680
	First Eagle Sogen Global Fund CL I	Mutual fund	820.753	** 55,343
	Oppenheimer Developing Markets Fund CL I	Mutual fund	919.309	** 34,971
	PIMCO Diversified Income CL I	Mutual fund	3,723.475	** 39,171
	T. Rowe Price New Horizon FD I	Mutual fund	5,926.959	** 333,214
	Vanguard Life Strategy Conserv Growth Fund I	Mutual fund	54,874.374	** 1,121,632
	Vanguard Life Strategy Growth Fund I	Mutual fund	46,691.044	** 2,062,343
	Vanguard Life Strategy Income Fund I	Mutual fund	9,706.647	** 145,891
	Vanguard Life Strategy Moderate Growth Fund I	Mutual fund	66,764.565	** 2,091,734
	Vanguard Total International Stock Index Fund Inv	Mutual fund	1,980.434	** <u>62,760</u>
	Total money market funds and mutual funds			15,955,715
*	Sulphur Springs Bancshares, Inc.	Common stock	40,897.000	** 12,269,125
	Participant loans	Interest rates ranging from 3.25% to 8.50% various maturity dates through March 2039		<u>340,877</u>
	TOTAL ASSETS AT DECEMBER 31, 2024			<u>\$ 28,565,717</u>

* Denotes party-in-interest to the Plan.

** Cost is not required for participant-directed investments.

See accompanying independent auditor's report and notes thereto.