

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... [X] a single-employer plan [] a DFE... B This return/report is: [] the first return/report [] the final return/report... C If the plan is a collectively-bargained plan, check here... D Check box if filing under: [X] Form 5558 [] automatic extension... 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 WILLIAM H. SADLIER, INC. 401K PROFIT SHARING PLAN
1b Three-digit plan number (PN) 002
1c Effective date of plan 01/01/1986
2a Plan sponsor's name (employer, if for a single-employer plan) Mailing address (include room, apt., suite no. and street, or P.O. Box) City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions) WILLIAM H. SADLIER, INC. 25 BROADWAY, 14TH FLOOR NEW YORK, NY 10004
2b Employer Identification Number (EIN) 13-5363840
2c Plan Sponsor's telephone number 212-312-6135
2d Business code (see instructions) 511130

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	229
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)	137
	6a(2)	135
	6b	2
	6c	66
	6d	203
	6e	1
	6f	204
	6g(1)	223
	6g(2)	198
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 2S 2T 3D

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 checked="" type="checkbox"/> Insurance	(1) <input checked="" 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 1
- (4) **C** (Service Provider Information)
- (5) **D** (DFE/Participating Plan Information)
- (6) **G** (Financial Transaction Schedules)

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

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

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

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

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

Receipt Confirmation Code _____

<p>SCHEDULE A (Form 5500)</p> <p>Department of the Treasury Internal Revenue Service</p> <hr/> <p>Department of Labor Employee Benefits Security Administration</p> <hr/> <p>Pension Benefit Guaranty Corporation</p>	<p>Insurance Information</p> <p>This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA).</p> <p>▶ File as an attachment to Form 5500.</p> <p>▶ Insurance companies are required to provide the information pursuant to ERISA section 103(a)(2).</p>	<p>OMB No. 1210-0110</p> <hr/> <p>2024</p> <hr/> <p>This Form is Open to Public Inspection</p>
---	--	--

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

<p>A Name of plan WILLIAM H. SADLIER, INC. 401K PROFIT SHARING PLAN</p>	<p>B Three-digit plan number (PN) ▶</p>	<p>002</p>
<p>C Plan sponsor's name as shown on line 2a of Form 5500 WILLIAM H. SADLIER, INC.</p>	<p>D Employer Identification Number (EIN) 13-5363840</p>	

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

1 Coverage Information:

(a) Name of insurance carrier
VOYA RETIREMENT INSURANCE AND ANNUITY COMPANY

(b) EIN	(c) NAIC code	(d) Contract or identification number	(e) Approximate number of persons covered at end of policy or contract year	Policy or contract year	
				(f) From	(g) To
71-0294708	86509	ZH9861	198	01/01/2024	12/31/2024

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

<p>(a) Total amount of commissions paid 51096</p>	<p>(b) Total amount of fees paid 0</p>
---	--

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

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid
MMA SECURITIES LLC **PO BOX 9497**
NEW YORK, NY 10087

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	
51096			3

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

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

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

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

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

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

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

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

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

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

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

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

Part II Investment and Annuity Contract Information
 Where individual contracts are provided, the entire group of such individual contracts with each carrier may be treated as a unit for purposes of this report.

4 Current value of plan's interest under this contract in the general account at year end	4	3659241
5 Current value of plan's interest under this contract in separate accounts at year end.....	5	25587345

6 Contracts With Allocated Funds:

a State the basis of premium rates ▶

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

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

f If contract purchased, in whole or in part, to distribute benefits from a terminating plan, check here ▶

7 Contracts With Unallocated Funds (Do not include portions of these contracts maintained in separate accounts)

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

b Balance at the end of the previous year **7b** 2945952

c Additions: (1) Contributions deposited during the year	7c(1)	108915
	7c(2)	
	7c(3)	75741
	7c(4)	1098182
	7c(5)	22031
▶ *		

(6) Total additions **7c(6)** 1304869

d Total of balance and additions (add lines **7b** and **7c(6)**) **7d** 4250821

e Deductions: (1) Disbursed from fund to pay benefits or purchase annuities during year	7e(1)	121316
	7e(2)	52117
	7e(3)	
	7e(4)	35113
▶ *		

(5) Total deductions **7e(5)** 208546

f Balance at the end of the current year (subtract line **7e(5)** from line **7d**) **7f** 4042275

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

8 Benefit and contract type (check all applicable boxes)

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

9 Experience-rated contracts:

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

10 Nonexperience-rated contracts:

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

Specify nature of costs.

Part IV Provision of Information

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

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

SCHEDULE C (Form 5500) <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 WILLIAM H. SADLIER, INC. 401K PROFIT SHARING PLAN	B Three-digit plan number (PN) ▶	002
C Plan sponsor's name as shown on line 2a of Form 5500 WILLIAM H. SADLIER, INC.	D Employer Identification Number (EIN) 13-5363840	

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

VOYA RETIREMENT INSURANCE & ANNUITY

71-0294708

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

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

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

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

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

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

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

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

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

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

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

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

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

RSM US LLP

42-0714325

(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?
99	SERVICE PROVIDER	50400	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)

VOYA RETIREMENT ADVISORS, LLC

02-0488491

(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?
26	SERVICE PROVIDER	8220	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)

VOYA RETIREMENT INSURANCE & ANNUITY

71-0294708

(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?
64	SERVICE PROVIDER	4550	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	31	Yes <input type="checkbox"/> No <input checked="" 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 D (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small>	DFE/Participating Plan Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110 <hr/> 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>WILLIAM H. SADLIER, INC. 401K PROFIT SHARING PLAN</u>	B Three-digit plan number (PN)	<u>002</u>
C Plan or DFE sponsor's name as shown on line 2a of Form 5500 <u>WILLIAM H. SADLIER, INC.</u>	D Employer Identification Number (EIN) <u>13-5363840</u>	

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

a Name of MTIA, CCT, PSA, or 103-12 IE: <u>VARIABLE ANNUITY ACCOUNT D</u>		
b Name of sponsor of entity listed in (a): <u>VOYA RETIREMENT INSURANCE & ANNUITY CO</u>		
c EIN-PN <u>71-0294708-000</u>	d Entity code <u>P</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>25587345</u>
a Name of MTIA, CCT, PSA, or 103-12 IE:		
b Name of sponsor of entity listed in (a):		
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
a Name of MTIA, CCT, PSA, or 103-12 IE:		
b Name of sponsor of entity listed in (a):		
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
a Name of MTIA, CCT, PSA, or 103-12 IE:		
b Name of sponsor of entity listed in (a):		
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
a Name of MTIA, CCT, PSA, or 103-12 IE:		
b Name of sponsor of entity listed in (a):		
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
a Name of MTIA, CCT, PSA, or 103-12 IE:		
b Name of sponsor of entity listed in (a):		
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

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

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

c EIN-PN

d Entity code

e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

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

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

c EIN-PN

d Entity code

e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

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

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

c EIN-PN

d Entity code

e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

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

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

c EIN-PN

d Entity code

e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

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

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

c EIN-PN

d Entity code

e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

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

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

c EIN-PN

d Entity code

e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

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

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

c EIN-PN

d Entity code

e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

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

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

c EIN-PN

d Entity code

e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

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

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

c EIN-PN

d Entity code

e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

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

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

c EIN-PN

d Entity code

e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

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
--	--	--

For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024	
A Name of plan WILLIAM H. SADLIER, INC. 401K PROFIT SHARING PLAN	B Three-digit plan number (PN) ▶ 002
C Plan sponsor's name as shown on line 2a of Form 5500 WILLIAM H. SADLIER, INC.	D Employer Identification Number (EIN) 13-5363840

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	
b Receivables (less allowance for doubtful accounts):		
(1) Employer contributions	1b(1)	
(2) Participant contributions	1b(2)	
(3) Other	1b(3)	
c General investments:		
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)	
(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)	346651
(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)	25587345
(14) Value of funds held in insurance company general account (unallocated contracts).....	1c(14)	4042275
(15) Other.....	1c(15)	

1d Employer-related investments:		(a) Beginning of Year	(b) End of Year
(1) Employer securities.....	1d(1)		
(2) Employer real property.....	1d(2)		
e Buildings and other property used in plan operation.....	1e		
f Total assets (add all amounts in lines 1a through 1e).....	1f	26628337	29976271
Liabilities			
g Benefit claims payable.....	1g		
h Operating payables.....	1h		
i Acquisition indebtedness.....	1i		
j Other liabilities.....	1j		
k Total liabilities (add all amounts in lines 1g through 1j).....	1k	0	0
Net Assets			
l Net assets (subtract line 1k from line 1f).....	1l	26628337	29976271

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)	303526	
(B) Participants.....	2a(1)(B)	1100910	
(C) Others (including rollovers).....	2a(1)(C)		
(2) Noncash contributions.....	2a(2)		
(3) Total contributions. Add lines 2a(1)(A) , (B) , (C) , and line 2a(2)	2a(3)		1404436
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit).....	2b(1)(A)		
(B) U.S. Government securities.....	2b(1)(B)		
(C) Corporate debt instruments.....	2b(1)(C)		
(D) Loans (other than to participants).....	2b(1)(D)		
(E) Participant loans.....	2b(1)(E)	30501	
(F) Other.....	2b(1)(F)	75741	
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		106242
(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)		
(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)		2802089
(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)		
c Other income	2c		-6601
d Total income. Add all income amounts in column (b) and enter total.....	2d		4306166

Expenses

e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers.....	2e(1)	895062	
(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)		895062
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)	3900	
(3) Recordkeeping fees	2i(3)		
(4) IQPA audit fees	2i(4)		
(5) Investment advisory and investment management fees	2i(5)	32370	
(6) Bank or trust company trustee/custodial fees	2i(6)		
(7) Actuarial fees	2i(7)		
(8) Legal fees	2i(8)		
(9) Valuation/appraisal fees	2i(9)		
(10) Other trustee fees and expenses	2i(10)		
(11) Other expenses.....	2i(11)	26900	
(12) Total administrative expenses. Add lines 2i(1) through (11)	2i(12)		63170
j Total expenses. Add all expense amounts in column (b) and enter total.....	2j		958232

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d	2k		3347934
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: RSM US LLP

(2) EIN: 42-0714325

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		500000
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>WILLIAM H. SADLIER, INC. 401K PROFIT SHARING PLAN</u>	B Three-digit plan number (PN) ▶	<u>002</u>
C Plan sponsor's name as shown on line 2a of Form 5500 <u>WILLIAM H. SADLIER, INC.</u>	D Employer Identification Number (EIN) <u>13-5363840</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): <u>71-0294708</u>		
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)?	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> 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?.....	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> 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?	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> 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.....	<input type="checkbox"/> Increase	<input type="checkbox"/> Decrease	<input type="checkbox"/> Both	<input type="checkbox"/> 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?	<input type="checkbox"/> Yes	<input type="checkbox"/> No
11 a Does the ESOP hold any preferred stock?	<input type="checkbox"/> Yes	<input type="checkbox"/> 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.)	<input type="checkbox"/> Yes	<input type="checkbox"/> No
12 Does the ESOP hold any stock that is not readily tradable on an established securities market?	<input type="checkbox"/> Yes	<input type="checkbox"/> 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 Q702844A.

William H. Sadler, Inc.

401(k) Profit Sharing Plan

Financial Report
December 31, 2024

Contents

Independent auditor's report	1-3
<hr/>	
Financial statements	
Statements of net assets available for benefits	4
Statement of changes in net assets available for benefits	5
Notes to financial statements	6-11
Supplementary information	
Schedule H, line 4i—schedule of assets (held at end of year)	12

Independent Auditor's Report

Plan Committee
William H. Sadlier, Inc. 401(k) Profit Sharing Plan

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

We have performed audits of the financial statements of William H. Sadlier, Inc. 401(k) Profit Sharing 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, 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 (DOL) 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 DOL'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 year ended December 31, 2024, stating that the certified investment information, as described in Note 3 to the financial statements, is complete and accurate.

Opinion

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

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the 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 U.S. GAAP, 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 within one year after the date that the financial statements are issued or 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 GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if, there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS, we:

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

Our audits did not extend to the certified investment information, except for obtaining and reading the certification, comparing the certified investment information with the related information presented and disclosed in the financial statements, and reading the disclosures relating to the certified investment information to assess whether they are in accordance with the presentation and disclosure requirements of U.S. GAAP.

Accordingly, the objective of an ERISA Section 103(a)(3)(C) audit is not to express an opinion about whether the financial statements as a whole are presented fairly, in all material respects, in accordance with U.S. GAAP.

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

Other Matters—Supplemental Schedule Required by ERISA

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

In forming our opinion on the supplemental schedule, we evaluated whether the supplemental schedule, other than the information agreed to or derived from the certified investment information, including its form and content, is presented in conformity with the DOL'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, are presented, in all material respects, in conformity with the DOL'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).

RSM US LLP

New York, New York
October 10, 2025

William H. Sadlier, Inc. 401(k) Profit Sharing Plan

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

	2024	2023
Assets		
Investments at fair value	\$ 25,587,345	\$ 23,277,868
Fixed income account at contract value	4,042,275	2,945,952
Total investments	29,629,620	26,223,820
Receivables:		
Notes receivable from participants	346,651	404,517
Net assets available for benefits	\$ 29,976,271	\$ 26,628,337

See notes to financial statements.

William H. Sadlier, Inc. 401(k) Profit Sharing Plan

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

Investment income:	
Dividends and interest	\$ 75,741
Net appreciation in fair value of investments	2,802,089
Investment income	<u>2,877,830</u>
Interest income on notes receivable from participants	<u>30,501</u>
Other expense, net	<u>(6,601)</u>
Contributions:	
Employer	303,526
Participants	1,100,910
Total contributions	<u>1,404,436</u>
Deductions from net assets attributed to:	
Benefits paid to participants	895,062
Administrative expenses	63,170
Total deductions	<u>958,232</u>
Net increase in net assets available for benefits	3,347,934
Net assets available for benefits:	
Beginning	<u>26,628,337</u>
Ending	<u>\$ 29,976,271</u>

See notes to financial statements.

William H. Sadlier, Inc. 401(k) Profit Sharing Plan

Notes to Financial Statements

Note 1. Plan Description

The following description of the William H. Sadlier, Inc. 401(k) Profit Sharing Plan (the Plan) provides only general information. Participants should refer to the Plan agreement, as amended, for a more complete description of the Plan's provisions.

General: The Plan, which commenced in 1986 and was amended in October 2009, is a defined contribution plan covering all eligible employees of William H. Sadlier, Inc. (the Company and Plan Sponsor) and is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA). At December 31, 2024 and 2023, the Plan's assets are in the custody of Voya Institutional Trust Company (Voya or the Trustee), who is the Trustee and recordkeeper of the Plan. The Plan has adopted the Voya Retirement Insurance and Annuity Company Non-Standardized 401(k) Profit Sharing Plan, which has received an opinion letter from the Internal Revenue Service (IRS) as to the prototype plan's qualified status.

Eligibility: The Plan covers all salaried employees who become eligible after the subsequent calendar quarter who have attained the age of 21 and who have completed three months of service. Any employee who was not eligible to participate in the Plan on its effective date will become eligible on the first day of the month nearest the time when such employee meets these requirements.

Contributions: The Plan, as amended, allows participants to contribute up to 70% of compensation on a pretax basis as limited by statutory regulations under the Internal Revenue Code of 1986 (the Code), as amended. The annual pretax contribution limitation for each participant, adjusted each year for cost of living adjustments prescribed under Section 415(d) of the Code, was \$23,000 and \$22,500 for the years ended 2024 and 2023, respectively. Participants who reach age 50 during the plan year are allowed to make catch-up contributions subject to annual limitations. In 2024 and 2023, the maximum catch-up contributions allowable under the Code amounted to \$7,500 for both years.

The Plan permits Roth elective deferrals to be contributed into the Plan.

The Plan Sponsor, as presently authorized by its Board of Directors, makes discretionary elective contributions on behalf of participants. Effective February 20, 2024, the Plan Sponsor provided for a discretionary matching contribution of 50% of the participants' contributions, subject to a maximum of 6% of each participant's compensation. For the plan year 2023 and prior to the change in 2024, the Plan Sponsor provided for a discretionary matching contribution of 37.5% of the participants' contributions, subject to a maximum of 6% of each participant's compensation. These matching contributions are subject to the vesting schedule described below. Compensation includes all wages subject to tax under Section 3101(a) of the Code, without regard to the dollar limitation of Section 3121(1) but not including deferred compensation other than contributions through a salary reduction agreement to a cash or deferred plan under Section 401(k).

All eligible employees are automatically enrolled in the Plan at a contribution rate of 3% of compensation unless specifically opting out of the Plan.

Each plan year, the Plan Sponsor may also make an additional profit sharing contribution, as declared by the Plan Sponsor's Board of Directors. This amount is allocated to each participant on the basis of actual compensation paid during the period. These amounts are recorded in the Plan Sponsor contribution accounts and are subject to the vesting schedule described below. In 2024 and 2023, the Plan Sponsor's Board of Directors did not declare an additional profit sharing contribution.

A participant may make a rollover contribution to the Plan of amounts he or she has received from another qualified plan.

William H. Sadlier, Inc. 401(k) Profit Sharing Plan

Notes to Financial Statements

Note 1. Plan Description (Continued)

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

Vesting: Participants are vested immediately in their contributions plus actual earnings thereon. Upon termination of employment, the vesting in the Plan Sponsor's contribution is a five-year graded vesting schedule as follows: after one year of service, 20% vested; after two years of service, 40% vested; after three years of service, 60% vested; after four years of service, 80% vested; and after five years of service, 100% vested. If a participant leaves the Company prior to such time, the portion of the accrued benefit which has not vested is forfeited.

Upon termination of the Plan, the benefits of each participant shall become fully vested.

Payment of benefits: Upon a participant reaching retirement, or upon permanent disability, the initial amount to which the participant is entitled shall be paid as soon as practical. If a participant continues employment beyond the normal retirement age of 65, payment may be deferred until he or she terminates employment.

Unless an optional form of benefit is selected pursuant to a qualified election within the 90-day period ending on the day benefit payments would commence, a participant will be paid in the form of a lump-sum payment. If the participant is unmarried, benefits shall be paid in either a lump sum or in the form of monthly or annual installments over a period not to exceed the life or life expectancy of the participant or in the form of a combination of the above-mentioned options.

Upon a participant's death, all benefits payable shall be paid to a designated beneficiary in a lump-sum payment. If the beneficiary is the participant's surviving spouse, distributions shall begin no later than the April 1 following the date they reach age 73 (72 if they attained age 72 between January 1, 2020 and December 31, 2022; 70½ if they attained age 70½ before January 1, 2020).

Upon termination of service before retirement, disability or the participant's death, the Plan Administrator shall either distribute the vested portion of such participant's employer contribution account plus their participant account or defer distribution until the participant reaches normal retirement age.

Withdrawals: The Plan provides for hardship withdrawals where participants shall be permitted to withdraw a portion of their participant accounts. The amount of the withdrawals may not exceed the amount required to meet the immediate financial need created by such hardship, and participants must demonstrate that such an amount is not reasonably available from other financial sources available to them.

Forfeitures: Forfeited balances of terminated participants' nonvested accounts are used to reduce future employer contributions or offset Plan expenses. Plan expenses paid by the forfeited nonvested account during 2024 was approximately \$50,400. Employer contributions were reduced by \$24,400 using the forfeited nonvested account during 2024. Forfeited balances, revenue credits and earnings during 2024 increased the forfeited nonvested account by approximately \$35,400. The Plan had approximately \$39,900 and \$79,300 in the forfeited nonvested account as of December 31, 2024 and 2023, respectively.

William H. Sadlier, Inc. 401(k) Profit Sharing Plan

Notes to Financial Statements

Note 1. Plan Description (Continued)

Investment options: Upon enrollment in the Plan, a participant may direct employee contributions in 1% increments into various investment options offered by the Plan. The Plan currently offers 33 pooled separate accounts and a fixed-income account as investment options for participants.

Notes receivable from participants: The Plan allows participants to borrow from the Plan provided that such a loan, when added to the outstanding balance of all loans to the participant, would not exceed the lesser of \$50,000 or 50% of the value of the participant's total vested account balance under the Plan. Each participant shall be permitted to apply for no more than one loan per plan year with a maximum of three outstanding loans. Loans may be made only from the employee account. No loan shall be made in an amount less than \$500. All terms of the loans are defined in the Plan. The loans bear interest equal to the prevailing commercial interest rate and are repayable up to a five-year period unless the loan is taken for the purchase of a primary residence.

Administrative expenses: Custodial fees and expenses incurred are charged directly to participant accounts. All other administrative costs are paid by the Plan Sponsor.

Subsequent events: The Plan evaluates events occurring after the date of the financial statements to consider whether or not the impact of such events needs to be reflected and/or disclosed in the financial statements. Such evaluation is performed through the date the financial statements are available for issuance, which was October 10, 2025, for these financial statements.

Note 2. Summary of Significant Accounting Policies

The Plan's significant accounting policies are as follows:

Basis of accounting: The Plan's financial statements have been prepared on the accrual basis of accounting.

Valuation of investments and income recognition: The Plan's investments are reported at fair value except for contract value investments. 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 a discussion of fair value measurements.

Purchases and sales of securities are recorded on a trade-date basis. Interest income is recorded on the accrual basis. Dividends are recorded on the ex-dividend date. Net appreciation (depreciation) includes the Plan's gains and losses on investments bought and sold as well as held during the year.

Use of estimates: The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America (U.S. GAAP) requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities disclosures of contingent assets and liabilities at the date of the financial statements and the reported amounts of additions and deductions during the reporting period. Actual results could differ from those estimates.

Notes receivable from participants: Notes receivable from participants are measured at their unpaid principal balance plus any accrued but unpaid interest. Delinquent loans are recorded as distributions based upon the terms of the Plan agreement.

Payment of benefits: Benefits are recorded when paid to the Plan's participants.

William H. Sadlier, Inc. 401(k) Profit Sharing Plan

Notes to Financial Statements

Note 3. Investments Certified by Voya Institutional Trust Company (Trustee)

The following is a summary of the Plan's asset information as of December 31, 2024 and 2023, and for the year ended December 31, 2024, included throughout the Plan's financial statements and supplemental schedule, that was prepared by or derived from information provided by the Trustee and furnished to the Plan Administrator. The Plan Administrator has obtained certifications from the Trustee that the information provided to the Plan Administrator by the Trustee related to the following assets is complete and accurate. Accordingly, as permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA, the Plan Administrator instructed the Plan's independent auditors not to perform any auditing procedures with respect to information, which appears, throughout the financial statements and supplemental schedule related to the following assets at December 31, 2024 and 2023:

	2024	2023
Investments at fair value	\$ 25,587,345	\$ 23,277,868
Fixed income account at contract value	4,042,275	2,945,952
Notes receivable from participants	346,651	404,517
	<u>\$ 29,976,271</u>	<u>\$ 26,628,337</u>

Voya has also certified to the completeness and accuracy of \$2,802,089 of net appreciation in fair value of investments and \$99,641 of total dividends and interest income (including \$75,741 dividends and interest from the fixed income account, (\$6,601) of other expense, net and \$30,501 interest income from notes receivable from participants), for the year ended December 31, 2024.

Note 4. Fair Value Measurements

Financial Accounting Standards Board (FASB) Accounting Standards Codification (ASC) 820, Fair Value Measurements and Disclosures, provides the framework for measuring fair value. The framework for measuring fair value provides a hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1) and the lowest priority to unobservable inputs (Level 3). The asset's or liability's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques used need to maximize the use of observable inputs and minimize the use of unobservable inputs.

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

Registered investment companies: Registered investment companies are valued at the net asset value (NAV) of shares held by the Plan at year-end. Shares of registered investment companies held by the Plan are open-ended mutual funds that are registered with the U.S. Securities and Exchange Commission. These funds are required to publish their daily NAV and to transact at that price. The registered investment companies held by the Plan are deemed to be actively traded.

The methods described above may produce a fair value calculation that may not be indicative of net realizable value or reflective of future fair values. Furthermore, while 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.

William H. Sadlier, Inc. 401(k) Profit Sharing Plan

Notes to Financial Statements

Note 4. Fair Value Measurements (Continued)

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

Investment	Assets at Fair Value as of December 31, 2024			
	Level 1	Level 2	Level 3	Total
Variable Annuity Account D:				
Registered investment companies	\$ 25,587,345	\$ -	\$ -	\$ 25,587,345
Total investments at fair value	\$ 25,587,345	\$ -	\$ -	\$ 25,587,345

Investment	Assets at Fair Value as of December 31, 2023			
	Level 1	Level 2	Level 3	Total
Variable Annuity Account D:				
Registered investment companies	\$ 23,277,868	\$ -	\$ -	\$ 23,277,868
Total investments at fair value	\$ 23,277,868	\$ -	\$ -	\$ 23,277,868

Note 5. Fixed Income Account

The Plan invests in a benefit-responsive investment contract, Voya Fixed Income Account, with Voya. The investment is intended to be a long-term investment for participants seeking stability of principal. The contributions to this contract are maintained in a general account, which is credited with earnings on the underlying investments and charged for participant withdrawals and administrative expenses. The guaranteed investment contract issuer is contractually obligated to repay the principal and a specified interest rate that is guaranteed to the Plan. The contract is included in the financial statements at contract value, as reported to the Plan by Voya. The contract value was \$4,042,275 and \$2,945,952 as of December 31, 2024 and 2023, respectively.

Contract value is the relevant measurement attribute for that portion of the net assets available for benefits attributable to the group annuity contract since the contract was determined to be fully benefit responsive. Given this, the contract will be reported at contract value. Contract value represents contributions made under the contract plus earnings less participant withdrawals and administrative expenses. Participants may ordinarily direct the withdrawal or transfer of all or a portion of their investment at contract value. The crediting interest rate is based on a formula agreed upon with the issuer but may not be less than 0%. Such interest rates are reviewed on a quarterly basis for resetting.

Certain events limit the ability of the Plan to transact at contract value with the issuer. Such events include the following: (1) amendments to the Plan agreement (including complete or partial Plan terminations or a merger with another plan), (2) changes to Plan's prohibition on competing investment options or deletion of equity wash provisions, (3) bankruptcy of the Plan Sponsor or other Plan Sponsor events (for example, divestitures or spinoffs of a subsidiary) that cause a significant withdrawal from the Plan or (4) the failure of the trust to qualify for exemption from federal income taxes or any required prohibited transaction exemption under ERISA. The Plan Administrator does not believe that the occurrence of any such event, which would limit the Plan's ability to transact at contract value with participants, is probable.

William H. Sadlier, Inc. 401(k) Profit Sharing Plan

Notes to Financial Statements

Note 5. Fixed Income Account (Continued)

A guaranteed interest rate is an effective annual rate of interest credited at its equivalent daily rate to amounts in the guaranteed investment contract as of the close of business daily. The establishment of the guaranteed interest rate requires estimation of the future earnings rates, the rate at which existing investments mature, and future cash flow. The minimum guaranteed interest rate at December 31, 2024, was 1%. During the year, Voya may credit interest at a rate greater than the floor rate.

The minimum guaranteed interest rate, the floor interest rate and the current credited interest rate are expressed as an annual effective yield. The current credited interest rate is based on plan-specific characteristics, plan-specific elections and other factors. If those change, corresponding adjustments to the current and floor interest rates may be made, as defined in the contract.

There are no reserves against contract value for credit risk of the contract issuer or otherwise.

The contract does not permit Voya to terminate the agreement prior to the scheduled maturity date.

Note 6. Related-Party and Party-in-Interest Transactions

Certain Plan investments are shares of pooled separate accounts and a fixed-income account managed by Voya. Voya is the Trustee, as defined by the Plan. The Plan issues loans to participants, which are secured by the balances in the participant accounts. These transactions qualify as party-in-interest transactions. Fees paid by the Plan and Plan Sponsor for investment management amounted to \$12,770 and fees paid by the Plan for audit services amounted to \$50,400 for the year ended December 31, 2024.

Note 7. Tax Status

The Plan adopted a preapproved plan document that has received an opinion letter from the IRS dated June 30, 2020, stating that the form of the preapproved plan document was in compliance with applicable requirements of the Code. The Plan Administrator believes that the Plan is designed, and is being operated, in compliance with the applicable requirements of the Code and the related trust is tax-exempt.

The Plan Sponsor's management evaluated the Plan's tax positions and concluded that the Plan had maintained its tax-exempt status and had taken no uncertain tax positions that require adjustments to the financial statements. Therefore, no provision or liability for income taxes has been included in the financial statements as of December 31, 2024 and 2023, and for the year ended December 31, 2024.

Note 8. Plan Termination

Although it has not expressed any intent to do so, the Plan Sponsor has the right under the Plan to discontinue its contributions at any time and to terminate the Plan by action of its Board of Directors subject to the provisions of ERISA. In the event of the Plan's termination, participants would become 100% vested in their employer contributions.

Note 9. Risks and Uncertainties

The Plan invests in various investment securities that 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 the values of those investment securities will occur in the near term and that such changes could materially affect participants' account balances and the amounts reported in the statements of net assets available for benefits.

William H. Sadlier, Inc. 401(k) Profit Sharing Plan

Schedule H, Line 4i—Schedule of Assets (Held at End of Year) December 31, 2024

Employer Identification Number: 13-5363840

Plan Number: 001

Identity of Issue, Borrower, Lessor, or Similar Party	Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	Number of Shares	Cost	Current Value
American Funds Amer Mutual R4	Registered investment company	9,363	**	\$ 378,290
American Funds New World R4	Registered investment company	20,977	**	483,422
American Funds New Perspective R4	Registered investment company	57,095	**	2,684,947
PIMCO Income Fund Administration	Registered investment company	35,504	**	511,299
Fidelity Small Cap Grow Fund	Registered investment company	17,569	**	332,281
Cohen & Steers Real Estate Securities Fund, Inc. - Class A	Registered investment company	3,556	**	58,451
Franklin Small Cap Value VIP Fund - Class 2	Registered investment company	4,994	**	260,591
Mass Investors Grow Stock - Fund A Class	Registered investment company	26,891	**	1,526,566
MFS Aggressive Growth Allocation Fund - Class R3	Registered investment company	4,877	**	166,591
MFS Conservative Allocation Fund - Class R3	Registered investment company	16,189	**	330,469
MFS Growth Allocation Fund - Class R3	Registered investment company	61,744	**	1,833,614
MFS Moderate Allocation Fund - Class R3	Registered investment company	94,277	**	2,335,870
MFS Research Fund R3	Registered investment company	47,109	**	2,265,703
Oppenheimer International Growth Fund - Class Y	Registered investment company	29,916	**	674,280
T. Rowe Price Retirement 2005 Fund - Advisor Class	Registered investment company	7,392	**	167,760
T. Rowe Price Retirement 2015 Fund - Advisor Class	Registered investment company	1,537	**	40,593
T. Rowe Price Retirement 2020 Fund - Advisor Class	Registered investment company	16,844	**	477,377
T. Rowe Price Retirement 2025 Fund - Advisor Class	Registered investment company	8,119	**	246,922
T. Rowe Price Retirement 2030 Fund - Advisor Class	Registered investment company	24,782	**	810,323
T. Rowe Price Retirement 2035 Fund - Advisor Class	Registered investment company	23,540	**	819,780
T. Rowe Price Retirement 2040 Fund - Advisor Class	Registered investment company	11,283	**	415,657
T. Rowe Price Retirement 2045 Fund - Advisor Class	Registered investment company	12,670	**	480,760
T. Rowe Price Retirement 2050 Fund - Advisor Class	Registered investment company	7,318	**	278,783
T. Rowe Price Retirement 2055 Fund - Advisor Class	Registered investment company	4,323	**	164,427
T. Rowe Price Retirement 2060 Fund - Advisor Class	Registered investment company	1,397	**	32,391
T. Rowe Price Retirement 2065 Fund- Advisor Class	Registered investment company	210	**	3,007
* Voya Fixed Account	Fixed income account	-	**	4,042,275
* Voya Intermediate Bond Fund - Class A	Registered investment company	71,348	**	1,375,416
* Voya MidCap Opportunities Portfolio - Class S	Registered investment company	14,207	**	968,464
* Voya Russell (TM) Mid Cap Index Portfolio - Class I	Registered investment company	30,454	**	1,507,802
* Voya Russell (TM) Small Cap Index Portfolio - Class I	Registered investment company	4,362	**	182,997
* Voya U.S. Stock Index Portfolio - Institutional Class	Registered investment company	38,754	**	2,841,469
* VY American Century Small-Mid Cap VI Port I	Registered investment company	8,150	**	513,235
* VY T. Rowe Price Capital Appreciation Portfolio - Service Class	Registered investment company	6,653	**	417,808
				<u>29,629,620</u>
* Notes receivable from participants; 4.25% to 11.00%; maturing from 2025 to 2043				<u>346,651</u>
				<u><u>\$ 29,976,271</u></u>

* Designates party-in-interest.

** All investments are participant directed; therefore, cost information has not been presented.

The information has been certified by Voya Institutional Trust Company, the trustee, as complete and accurate.



Attachment to 2024 Form 5500

Schedule H, line 4i - Schedule of Assets

(Held at End of Year)

WILLIAM H. SADLIER, INC. 401(K) PROFIT SHARING PLN

EIN#13-5363840

Plan# 002

As of December 31, 2024

(a)	(b) Identity of issue, borrower, lessor or similar party	(c) Description of investments including maturity date, rate of interest, collateral, par, or maturity date	(d) Cost	(e) Current Value
	American Funds Amer Mutual R4	Registered Investment Company		\$378,290
	American Funds New World R4	Registered Investment Company		\$483,422
	American Funds Nw Prspctv R4	Registered Investment Company		\$2,684,947
	Cohen&Steers Real Est S Fund A	Registered Investment Company		\$58,451
	Fidelity Small Cap Grw Fund	Registered Investment Company		\$332,281
	Franklin Small Cap Val VIP 2	Registered Investment Company		\$260,591
	Inv Opp Intl Growth Fd Y	Registered Investment Company		\$674,280
	MFS Aggressive Grw Alloc Fd R3	Registered Investment Company		\$166,591
	MFS Conservative Alloc Fnd R3	Registered Investment Company		\$330,469
	MFS Growth Allocation Fund R3	Registered Investment Company		\$1,833,614
	MFS Moderate Allocation Fd R3	Registered Investment Company		\$2,335,870
	MFS Research Fund R3	Registered Investment Company		\$2,265,703
	Mass Investors Grw Stk Fnd A	Registered Investment Company		\$1,526,566
	PIMCO Income Fund Adm	Registered Investment Company		\$511,299
	TRwPr Retirement 2005 Fund Adv	Registered Investment Company		\$167,760
	TRwPr Retirement 2015 Fund Adv	Registered Investment Company		\$40,594
	TRwPr Retirement 2020 Fund Adv	Registered Investment Company		\$477,377
	TRwPr Retirement 2025 Fund Adv	Registered Investment Company		\$246,922
	TRwPr Retirement 2030 Fund Adv	Registered Investment Company		\$810,323
	TRwPr Retirement 2035 Fund Adv	Registered Investment Company		\$819,780
	TRwPr Retirement 2040 Fund Adv	Registered Investment Company		\$415,657
	TRwPr Retirement 2045 Fund Adv	Registered Investment Company		\$480,760
	TRwPr Retirement 2050 Fund Adv	Registered Investment Company		\$278,783



Attachment to 2024 Form 5500

Schedule H, line 4i - Schedule of Assets

(Held at End of Year)

WILLIAM H. SADLIER, INC. 401(K) PROFIT SHARING PLN

EIN#13-5363840

Plan# 002

	TRwPr Retirement 2055 Fund Adv	Registered Investment Company		\$164,427
	TRwPr Retirement 2060 Fund Adv	Registered Investment Company		\$32,391
	TRwPr Retirement 2065 Fund Adv	Registered Investment Company		\$3,009
*	VY AmCen Sm-MdCp VI Port I	Registered Investment Company		\$513,235
*	VY TRwPr Cap Apprec Port Srv	Registered Investment Company		\$417,808
*	Voya Fixed Account 4633	Insurance Company General Account		\$4,042,275
*	Voya Intermediate Bond Fund A	Registered Investment Company		\$1,375,416
*	Voya Mid Cap Opport Port S	Registered Investment Company		\$968,464
*	Voya Russell MdCp Indx Prt I	Registered Investment Company		\$1,507,802
*	Voya Russell SmCp Indx Prt I	Registered Investment Company		\$182,997
*	Voya US Stock Index Port Ins	Registered Investment Company		\$2,841,469
	LOAN FUND	Participant Loans - Rates 5.75% to 11.00%		\$346,651
	TOTAL			\$29,976,271

* denotes party-in-interest

Column (d) is not required as the Plan investments are totally participant directed.

William H. Sadler, Inc.

401(k) Profit Sharing Plan

Financial Report
December 31, 2024

Contents

Independent auditor's report	1-3
<hr/>	
Financial statements	
Statements of net assets available for benefits	4
Statement of changes in net assets available for benefits	5
Notes to financial statements	6-11
Supplementary information	
Schedule H, line 4i—schedule of assets (held at end of year)	12

Independent Auditor's Report

Plan Committee
William H. Sadlier, Inc. 401(k) Profit Sharing Plan

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

We have performed audits of the financial statements of William H. Sadlier, Inc. 401(k) Profit Sharing 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, 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 (DOL) 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 DOL'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 year ended December 31, 2024, stating that the certified investment information, as described in Note 3 to the financial statements, is complete and accurate.

Opinion

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

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the 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 U.S. GAAP, 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 within one year after the date that the financial statements are issued or 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 GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if, there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS, we:

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

Our audits did not extend to the certified investment information, except for obtaining and reading the certification, comparing the certified investment information with the related information presented and disclosed in the financial statements, and reading the disclosures relating to the certified investment information to assess whether they are in accordance with the presentation and disclosure requirements of U.S. GAAP.

Accordingly, the objective of an ERISA Section 103(a)(3)(C) audit is not to express an opinion about whether the financial statements as a whole are presented fairly, in all material respects, in accordance with U.S. GAAP.

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

Other Matters—Supplemental Schedule Required by ERISA

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

In forming our opinion on the supplemental schedule, we evaluated whether the supplemental schedule, other than the information agreed to or derived from the certified investment information, including its form and content, is presented in conformity with the DOL'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, are presented, in all material respects, in conformity with the DOL'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).

RSM US LLP

New York, New York
October 10, 2025

William H. Sadlier, Inc. 401(k) Profit Sharing Plan

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

	2024	2023
Assets		
Investments at fair value	\$ 25,587,345	\$ 23,277,868
Fixed income account at contract value	4,042,275	2,945,952
Total investments	29,629,620	26,223,820
Receivables:		
Notes receivable from participants	346,651	404,517
Net assets available for benefits	\$ 29,976,271	\$ 26,628,337

See notes to financial statements.

William H. Sadlier, Inc. 401(k) Profit Sharing Plan

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

Investment income:	
Dividends and interest	\$ 75,741
Net appreciation in fair value of investments	2,802,089
Investment income	<u>2,877,830</u>
Interest income on notes receivable from participants	<u>30,501</u>
Other expense, net	<u>(6,601)</u>
Contributions:	
Employer	303,526
Participants	1,100,910
Total contributions	<u>1,404,436</u>
Deductions from net assets attributed to:	
Benefits paid to participants	895,062
Administrative expenses	63,170
Total deductions	<u>958,232</u>
Net increase in net assets available for benefits	3,347,934
Net assets available for benefits:	
Beginning	<u>26,628,337</u>
Ending	<u>\$ 29,976,271</u>

See notes to financial statements.

William H. Sadlier, Inc. 401(k) Profit Sharing Plan

Notes to Financial Statements

Note 1. Plan Description

The following description of the William H. Sadlier, Inc. 401(k) Profit Sharing Plan (the Plan) provides only general information. Participants should refer to the Plan agreement, as amended, for a more complete description of the Plan's provisions.

General: The Plan, which commenced in 1986 and was amended in October 2009, is a defined contribution plan covering all eligible employees of William H. Sadlier, Inc. (the Company and Plan Sponsor) and is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA). At December 31, 2024 and 2023, the Plan's assets are in the custody of Voya Institutional Trust Company (Voya or the Trustee), who is the Trustee and recordkeeper of the Plan. The Plan has adopted the Voya Retirement Insurance and Annuity Company Non-Standardized 401(k) Profit Sharing Plan, which has received an opinion letter from the Internal Revenue Service (IRS) as to the prototype plan's qualified status.

Eligibility: The Plan covers all salaried employees who become eligible after the subsequent calendar quarter who have attained the age of 21 and who have completed three months of service. Any employee who was not eligible to participate in the Plan on its effective date will become eligible on the first day of the month nearest the time when such employee meets these requirements.

Contributions: The Plan, as amended, allows participants to contribute up to 70% of compensation on a pretax basis as limited by statutory regulations under the Internal Revenue Code of 1986 (the Code), as amended. The annual pretax contribution limitation for each participant, adjusted each year for cost of living adjustments prescribed under Section 415(d) of the Code, was \$23,000 and \$22,500 for the years ended 2024 and 2023, respectively. Participants who reach age 50 during the plan year are allowed to make catch-up contributions subject to annual limitations. In 2024 and 2023, the maximum catch-up contributions allowable under the Code amounted to \$7,500 for both years.

The Plan permits Roth elective deferrals to be contributed into the Plan.

The Plan Sponsor, as presently authorized by its Board of Directors, makes discretionary elective contributions on behalf of participants. Effective February 20, 2024, the Plan Sponsor provided for a discretionary matching contribution of 50% of the participants' contributions, subject to a maximum of 6% of each participant's compensation. For the plan year 2023 and prior to the change in 2024, the Plan Sponsor provided for a discretionary matching contribution of 37.5% of the participants' contributions, subject to a maximum of 6% of each participant's compensation. These matching contributions are subject to the vesting schedule described below. Compensation includes all wages subject to tax under Section 3101(a) of the Code, without regard to the dollar limitation of Section 3121(1) but not including deferred compensation other than contributions through a salary reduction agreement to a cash or deferred plan under Section 401(k).

All eligible employees are automatically enrolled in the Plan at a contribution rate of 3% of compensation unless specifically opting out of the Plan.

Each plan year, the Plan Sponsor may also make an additional profit sharing contribution, as declared by the Plan Sponsor's Board of Directors. This amount is allocated to each participant on the basis of actual compensation paid during the period. These amounts are recorded in the Plan Sponsor contribution accounts and are subject to the vesting schedule described below. In 2024 and 2023, the Plan Sponsor's Board of Directors did not declare an additional profit sharing contribution.

A participant may make a rollover contribution to the Plan of amounts he or she has received from another qualified plan.

William H. Sadlier, Inc. 401(k) Profit Sharing Plan

Notes to Financial Statements

Note 1. Plan Description (Continued)

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

Vesting: Participants are vested immediately in their contributions plus actual earnings thereon. Upon termination of employment, the vesting in the Plan Sponsor's contribution is a five-year graded vesting schedule as follows: after one year of service, 20% vested; after two years of service, 40% vested; after three years of service, 60% vested; after four years of service, 80% vested; and after five years of service, 100% vested. If a participant leaves the Company prior to such time, the portion of the accrued benefit which has not vested is forfeited.

Upon termination of the Plan, the benefits of each participant shall become fully vested.

Payment of benefits: Upon a participant reaching retirement, or upon permanent disability, the initial amount to which the participant is entitled shall be paid as soon as practical. If a participant continues employment beyond the normal retirement age of 65, payment may be deferred until he or she terminates employment.

Unless an optional form of benefit is selected pursuant to a qualified election within the 90-day period ending on the day benefit payments would commence, a participant will be paid in the form of a lump-sum payment. If the participant is unmarried, benefits shall be paid in either a lump sum or in the form of monthly or annual installments over a period not to exceed the life or life expectancy of the participant or in the form of a combination of the above-mentioned options.

Upon a participant's death, all benefits payable shall be paid to a designated beneficiary in a lump-sum payment. If the beneficiary is the participant's surviving spouse, distributions shall begin no later than the April 1 following the date they reach age 73 (72 if they attained age 72 between January 1, 2020 and December 31, 2022; 70½ if they attained age 70½ before January 1, 2020).

Upon termination of service before retirement, disability or the participant's death, the Plan Administrator shall either distribute the vested portion of such participant's employer contribution account plus their participant account or defer distribution until the participant reaches normal retirement age.

Withdrawals: The Plan provides for hardship withdrawals where participants shall be permitted to withdraw a portion of their participant accounts. The amount of the withdrawals may not exceed the amount required to meet the immediate financial need created by such hardship, and participants must demonstrate that such an amount is not reasonably available from other financial sources available to them.

Forfeitures: Forfeited balances of terminated participants' nonvested accounts are used to reduce future employer contributions or offset Plan expenses. Plan expenses paid by the forfeited nonvested account during 2024 was approximately \$50,400. Employer contributions were reduced by \$24,400 using the forfeited nonvested account during 2024. Forfeited balances, revenue credits and earnings during 2024 increased the forfeited nonvested account by approximately \$35,400. The Plan had approximately \$39,900 and \$79,300 in the forfeited nonvested account as of December 31, 2024 and 2023, respectively.

William H. Sadlier, Inc. 401(k) Profit Sharing Plan

Notes to Financial Statements

Note 1. Plan Description (Continued)

Investment options: Upon enrollment in the Plan, a participant may direct employee contributions in 1% increments into various investment options offered by the Plan. The Plan currently offers 33 pooled separate accounts and a fixed-income account as investment options for participants.

Notes receivable from participants: The Plan allows participants to borrow from the Plan provided that such a loan, when added to the outstanding balance of all loans to the participant, would not exceed the lesser of \$50,000 or 50% of the value of the participant's total vested account balance under the Plan. Each participant shall be permitted to apply for no more than one loan per plan year with a maximum of three outstanding loans. Loans may be made only from the employee account. No loan shall be made in an amount less than \$500. All terms of the loans are defined in the Plan. The loans bear interest equal to the prevailing commercial interest rate and are repayable up to a five-year period unless the loan is taken for the purchase of a primary residence.

Administrative expenses: Custodial fees and expenses incurred are charged directly to participant accounts. All other administrative costs are paid by the Plan Sponsor.

Subsequent events: The Plan evaluates events occurring after the date of the financial statements to consider whether or not the impact of such events needs to be reflected and/or disclosed in the financial statements. Such evaluation is performed through the date the financial statements are available for issuance, which was October 10, 2025, for these financial statements.

Note 2. Summary of Significant Accounting Policies

The Plan's significant accounting policies are as follows:

Basis of accounting: The Plan's financial statements have been prepared on the accrual basis of accounting.

Valuation of investments and income recognition: The Plan's investments are reported at fair value except for contract value investments. 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 a discussion of fair value measurements.

Purchases and sales of securities are recorded on a trade-date basis. Interest income is recorded on the accrual basis. Dividends are recorded on the ex-dividend date. Net appreciation (depreciation) includes the Plan's gains and losses on investments bought and sold as well as held during the year.

Use of estimates: The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America (U.S. GAAP) requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities disclosures of contingent assets and liabilities at the date of the financial statements and the reported amounts of additions and deductions during the reporting period. Actual results could differ from those estimates.

Notes receivable from participants: Notes receivable from participants are measured at their unpaid principal balance plus any accrued but unpaid interest. Delinquent loans are recorded as distributions based upon the terms of the Plan agreement.

Payment of benefits: Benefits are recorded when paid to the Plan's participants.

William H. Sadlier, Inc. 401(k) Profit Sharing Plan

Notes to Financial Statements

Note 3. Investments Certified by Voya Institutional Trust Company (Trustee)

The following is a summary of the Plan's asset information as of December 31, 2024 and 2023, and for the year ended December 31, 2024, included throughout the Plan's financial statements and supplemental schedule, that was prepared by or derived from information provided by the Trustee and furnished to the Plan Administrator. The Plan Administrator has obtained certifications from the Trustee that the information provided to the Plan Administrator by the Trustee related to the following assets is complete and accurate. Accordingly, as permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA, the Plan Administrator instructed the Plan's independent auditors not to perform any auditing procedures with respect to information, which appears, throughout the financial statements and supplemental schedule related to the following assets at December 31, 2024 and 2023:

	2024	2023
Investments at fair value	\$ 25,587,345	\$ 23,277,868
Fixed income account at contract value	4,042,275	2,945,952
Notes receivable from participants	346,651	404,517
	<u>\$ 29,976,271</u>	<u>\$ 26,628,337</u>

Voya has also certified to the completeness and accuracy of \$2,802,089 of net appreciation in fair value of investments and \$99,641 of total dividends and interest income (including \$75,741 dividends and interest from the fixed income account, (\$6,601) of other expense, net and \$30,501 interest income from notes receivable from participants), for the year ended December 31, 2024.

Note 4. Fair Value Measurements

Financial Accounting Standards Board (FASB) Accounting Standards Codification (ASC) 820, Fair Value Measurements and Disclosures, provides the framework for measuring fair value. The framework for measuring fair value provides a hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1) and the lowest priority to unobservable inputs (Level 3). The asset's or liability's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques used need to maximize the use of observable inputs and minimize the use of unobservable inputs.

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

Registered investment companies: Registered investment companies are valued at the net asset value (NAV) of shares held by the Plan at year-end. Shares of registered investment companies held by the Plan are open-ended mutual funds that are registered with the U.S. Securities and Exchange Commission. These funds are required to publish their daily NAV and to transact at that price. The registered investment companies held by the Plan are deemed to be actively traded.

The methods described above may produce a fair value calculation that may not be indicative of net realizable value or reflective of future fair values. Furthermore, while 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.

William H. Sadlier, Inc. 401(k) Profit Sharing Plan

Notes to Financial Statements

Note 4. Fair Value Measurements (Continued)

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

Investment	Assets at Fair Value as of December 31, 2024			
	Level 1	Level 2	Level 3	Total
Variable Annuity Account D:				
Registered investment companies	\$ 25,587,345	\$ -	\$ -	\$ 25,587,345
Total investments at fair value	<u>\$ 25,587,345</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 25,587,345</u>

Investment	Assets at Fair Value as of December 31, 2023			
	Level 1	Level 2	Level 3	Total
Variable Annuity Account D:				
Registered investment companies	\$ 23,277,868	\$ -	\$ -	\$ 23,277,868
Total investments at fair value	<u>\$ 23,277,868</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 23,277,868</u>

Note 5. Fixed Income Account

The Plan invests in a benefit-responsive investment contract, Voya Fixed Income Account, with Voya. The investment is intended to be a long-term investment for participants seeking stability of principal. The contributions to this contract are maintained in a general account, which is credited with earnings on the underlying investments and charged for participant withdrawals and administrative expenses. The guaranteed investment contract issuer is contractually obligated to repay the principal and a specified interest rate that is guaranteed to the Plan. The contract is included in the financial statements at contract value, as reported to the Plan by Voya. The contract value was \$4,042,275 and \$2,945,952 as of December 31, 2024 and 2023, respectively.

Contract value is the relevant measurement attribute for that portion of the net assets available for benefits attributable to the group annuity contract since the contract was determined to be fully benefit responsive. Given this, the contract will be reported at contract value. Contract value represents contributions made under the contract plus earnings less participant withdrawals and administrative expenses. Participants may ordinarily direct the withdrawal or transfer of all or a portion of their investment at contract value. The crediting interest rate is based on a formula agreed upon with the issuer but may not be less than 0%. Such interest rates are reviewed on a quarterly basis for resetting.

Certain events limit the ability of the Plan to transact at contract value with the issuer. Such events include the following: (1) amendments to the Plan agreement (including complete or partial Plan terminations or a merger with another plan), (2) changes to Plan's prohibition on competing investment options or deletion of equity wash provisions, (3) bankruptcy of the Plan Sponsor or other Plan Sponsor events (for example, divestitures or spinoffs of a subsidiary) that cause a significant withdrawal from the Plan or (4) the failure of the trust to qualify for exemption from federal income taxes or any required prohibited transaction exemption under ERISA. The Plan Administrator does not believe that the occurrence of any such event, which would limit the Plan's ability to transact at contract value with participants, is probable.

William H. Sadlier, Inc. 401(k) Profit Sharing Plan

Notes to Financial Statements

Note 5. Fixed Income Account (Continued)

A guaranteed interest rate is an effective annual rate of interest credited at its equivalent daily rate to amounts in the guaranteed investment contract as of the close of business daily. The establishment of the guaranteed interest rate requires estimation of the future earnings rates, the rate at which existing investments mature, and future cash flow. The minimum guaranteed interest rate at December 31, 2024, was 1%. During the year, Voya may credit interest at a rate greater than the floor rate.

The minimum guaranteed interest rate, the floor interest rate and the current credited interest rate are expressed as an annual effective yield. The current credited interest rate is based on plan-specific characteristics, plan-specific elections and other factors. If those change, corresponding adjustments to the current and floor interest rates may be made, as defined in the contract.

There are no reserves against contract value for credit risk of the contract issuer or otherwise.

The contract does not permit Voya to terminate the agreement prior to the scheduled maturity date.

Note 6. Related-Party and Party-in-Interest Transactions

Certain Plan investments are shares of pooled separate accounts and a fixed-income account managed by Voya. Voya is the Trustee, as defined by the Plan. The Plan issues loans to participants, which are secured by the balances in the participant accounts. These transactions qualify as party-in-interest transactions. Fees paid by the Plan and Plan Sponsor for investment management amounted to \$12,770 and fees paid by the Plan for audit services amounted to \$50,400 for the year ended December 31, 2024.

Note 7. Tax Status

The Plan adopted a preapproved plan document that has received an opinion letter from the IRS dated June 30, 2020, stating that the form of the preapproved plan document was in compliance with applicable requirements of the Code. The Plan Administrator believes that the Plan is designed, and is being operated, in compliance with the applicable requirements of the Code and the related trust is tax-exempt.

The Plan Sponsor's management evaluated the Plan's tax positions and concluded that the Plan had maintained its tax-exempt status and had taken no uncertain tax positions that require adjustments to the financial statements. Therefore, no provision or liability for income taxes has been included in the financial statements as of December 31, 2024 and 2023, and for the year ended December 31, 2024.

Note 8. Plan Termination

Although it has not expressed any intent to do so, the Plan Sponsor has the right under the Plan to discontinue its contributions at any time and to terminate the Plan by action of its Board of Directors subject to the provisions of ERISA. In the event of the Plan's termination, participants would become 100% vested in their employer contributions.

Note 9. Risks and Uncertainties

The Plan invests in various investment securities that 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 the values of those investment securities will occur in the near term and that such changes could materially affect participants' account balances and the amounts reported in the statements of net assets available for benefits.

William H. Sadlier, Inc. 401(k) Profit Sharing Plan

Schedule H, Line 4i—Schedule of Assets (Held at End of Year) December 31, 2024

Employer Identification Number: 13-5363840

Plan Number: 001

Identity of Issue, Borrower, Lessor, or Similar Party	Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	Number of Shares	Cost	Current Value
American Funds Amer Mutual R4	Registered investment company	9,363	**	\$ 378,290
American Funds New World R4	Registered investment company	20,977	**	483,422
American Funds New Perspective R4	Registered investment company	57,095	**	2,684,947
PIMCO Income Fund Administration	Registered investment company	35,504	**	511,299
Fidelity Small Cap Grow Fund	Registered investment company	17,569	**	332,281
Cohen & Steers Real Estate Securities Fund, Inc. - Class A	Registered investment company	3,556	**	58,451
Franklin Small Cap Value VIP Fund - Class 2	Registered investment company	4,994	**	260,591
Mass Investors Grow Stock - Fund A Class	Registered investment company	26,891	**	1,526,566
MFS Aggressive Growth Allocation Fund - Class R3	Registered investment company	4,877	**	166,591
MFS Conservative Allocation Fund - Class R3	Registered investment company	16,189	**	330,469
MFS Growth Allocation Fund - Class R3	Registered investment company	61,744	**	1,833,614
MFS Moderate Allocation Fund - Class R3	Registered investment company	94,277	**	2,335,870
MFS Research Fund R3	Registered investment company	47,109	**	2,265,703
Oppenheimer International Growth Fund - Class Y	Registered investment company	29,916	**	674,280
T. Rowe Price Retirement 2005 Fund - Advisor Class	Registered investment company	7,392	**	167,760
T. Rowe Price Retirement 2015 Fund - Advisor Class	Registered investment company	1,537	**	40,593
T. Rowe Price Retirement 2020 Fund - Advisor Class	Registered investment company	16,844	**	477,377
T. Rowe Price Retirement 2025 Fund - Advisor Class	Registered investment company	8,119	**	246,922
T. Rowe Price Retirement 2030 Fund - Advisor Class	Registered investment company	24,782	**	810,323
T. Rowe Price Retirement 2035 Fund - Advisor Class	Registered investment company	23,540	**	819,780
T. Rowe Price Retirement 2040 Fund - Advisor Class	Registered investment company	11,283	**	415,657
T. Rowe Price Retirement 2045 Fund - Advisor Class	Registered investment company	12,670	**	480,760
T. Rowe Price Retirement 2050 Fund - Advisor Class	Registered investment company	7,318	**	278,783
T. Rowe Price Retirement 2055 Fund - Advisor Class	Registered investment company	4,323	**	164,427
T. Rowe Price Retirement 2060 Fund - Advisor Class	Registered investment company	1,397	**	32,391
T. Rowe Price Retirement 2065 Fund- Advisor Class	Registered investment company	210	**	3,007
* Voya Fixed Account	Fixed income account	-	**	4,042,275
* Voya Intermediate Bond Fund - Class A	Registered investment company	71,348	**	1,375,416
* Voya MidCap Opportunities Portfolio - Class S	Registered investment company	14,207	**	968,464
* Voya Russell (TM) Mid Cap Index Portfolio - Class I	Registered investment company	30,454	**	1,507,802
* Voya Russell (TM) Small Cap Index Portfolio - Class I	Registered investment company	4,362	**	182,997
* Voya U.S. Stock Index Portfolio - Institutional Class	Registered investment company	38,754	**	2,841,469
* VY American Century Small-Mid Cap VI Port I	Registered investment company	8,150	**	513,235
* VY T. Rowe Price Capital Appreciation Portfolio - Service Class	Registered investment company	6,653	**	417,808
				<u>29,629,620</u>
* Notes receivable from participants; 4.25% to 11.00%; maturing from 2025 to 2043				<u>346,651</u>
				<u><u>\$ 29,976,271</u></u>

* Designates party-in-interest.

** All investments are participant directed; therefore, cost information has not been presented.

The information has been certified by Voya Institutional Trust Company, the trustee, as complete and accurate.