

Form 5500

Annual Return/Report of Employee Benefit Plan

OMB Nos. 1210-0110 1210-0089

2024

This Form is Open to Public Inspection

Department of the Treasury Internal Revenue Service

Department of Labor Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

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

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

Part I Annual Report Identification Information

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

- A This return/report is for: a multiemployer plan, a multiple-employer plan, a single-employer plan, a DFE, etc.
B This return/report is: the first return/report, the final return/report, an amended return/report, a short plan year return/report, etc.
C If the plan is a collectively-bargained plan, check here.
D Check box if filing under: Form 5558, automatic extension, the DFVC program, special extension, etc.
E If this is a retroactively adopted plan permitted by SECURE Act section 201, check here.

Part II Basic Plan Information—enter all requested information

1a Name of plan: RETIREMENT PLAN FOR EMPLOYEES OF S.C. JOHNSON & SO
1b Three-digit plan number (PN): 002
1c Effective date of plan: 03/13/1934
2a Plan sponsor's name (employer, if for a single-employer plan): S.C. JOHNSON & SON, INC.
2b Employer Identification Number (EIN): 39-0379990
2c Plan Sponsor's telephone number: 262-260-2000
2d Business code (see instructions): 325600

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

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

Table with 4 columns: SIGN HERE, Signature, Date, and Name. Rows include signatures of plan administrator (BRIAN GLASER), employer/plan sponsor (DAVID ISAACSON), 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 type="checkbox"/> Same as Plan Sponsor S.C. JOHNSON & SON, INC. 1525 HOWE STREET RACINE, WI 53403-2237	3b Administrator's EIN 39-0379990 3c Administrator's telephone number 262-260-2000
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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
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5 Total number of participants at the beginning of the plan year	5	3035
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6 Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines 6a(1) , 6a(2) , 6b , 6c , and 6d).	
a(1) Total number of active participants at the beginning of the plan year	6a(1) 557
a(2) Total number of active participants at the end of the plan year	6a(2) 484
b Retired or separated participants receiving benefits.....	6b 1631
c Other retired or separated participants entitled to future benefits	6c 460
d Subtotal. Add lines 6a(2) , 6b , and 6c	6d 2575
e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.	6e 338
f Total. Add lines 6d and 6e	6f 2913
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.....	6h 0

7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	7	
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8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions:
 1C 1I

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

9a Plan funding arrangement (check all that apply) (1) <input checked="" type="checkbox"/> Insurance (2) <input type="checkbox"/> Code section 412(e)(3) insurance contracts (3) <input checked="" type="checkbox"/> Trust (4) <input type="checkbox"/> General assets of the sponsor	9b Plan benefit arrangement (check all that apply) (1) <input checked="" type="checkbox"/> Insurance (2) <input type="checkbox"/> Code section 412(e)(3) insurance contracts (3) <input checked="" type="checkbox"/> Trust (4) <input type="checkbox"/> General assets of the sponsor
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10 Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)

a Pension Schedules

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

b General Schedules

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

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

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

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

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

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

Receipt Confirmation Code _____

**SCHEDULE A
(Form 5500)**

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration
Pension Benefit Guaranty Corporation

Insurance Information

This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA).

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

▶ Insurance companies are required to provide the information pursuant to ERISA section 103(a)(2).

OMB No. 1210-0110

2024

This Form is Open to Public Inspection

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

A Name of plan RETIREMENT PLAN FOR EMPLOYEES OF S.C. JOHNSON & SO	B Three-digit plan number (PN) ▶ 002
C Plan sponsor's name as shown on line 2a of Form 5500 S.C. JOHNSON & SON, INC.	D Employer Identification Number (EIN) 39-0379990

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

AXA EQUITABLE

(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
13-5570651	00000	GIC-6640		01/01/2024	12/31/2024

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

(a) Total amount of commissions paid 0	(b) Total amount of fees paid 0
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3 Persons receiving commissions and fees. (Complete as many entries as needed to report all persons).

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

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

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

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

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

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

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

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

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(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	127406
5	Current value of plan's interest under this contract in separate accounts at year end.....	
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) <input type="checkbox"/> individual policies (2) <input type="checkbox"/> group deferred annuity (3) <input type="checkbox"/> other (specify) ▶	
f	If contract purchased, in whole or in part, to distribute benefits from a terminating plan, check here ▶ <input type="checkbox"/>	
7	Contracts With Unallocated Funds (Do not include portions of these contracts maintained in separate accounts)	
a	Type of contract: (1) <input type="checkbox"/> deposit administration (2) <input type="checkbox"/> immediate participation guarantee (3) <input checked="" type="checkbox"/> guaranteed investment (4) <input type="checkbox"/> other ▶	
b	Balance at the end of the previous year	7b 133921
c	Additions: (1) Contributions deposited during the year	7c(1) 200000
	(2) Dividends and credits.....	7c(2)
	(3) Interest credited during the year.....	7c(3) 6744
	(4) Transferred from separate account	7c(4)
	(5) Other (specify below)..... ▶	7c(5)
	(6) Total additions	7c(6) 206744
d	Total of balance and additions (add lines 7b and 7c(6))	7d 340665
e	Deductions:	
	(1) Disbursed from fund to pay benefits or purchase annuities during year	7e(1) 212450
	(2) Administration charge made by carrier.....	7e(2) 809
	(3) Transferred to separate account	7e(3)
	(4) Other (specify below)..... ▶	7e(4)
(5) Total deductions	7e(5) 213259	
f	Balance at the end of the current year (subtract line 7e(5) from line 7d).....	7f 127406

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 SB (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>	Single-Employer Defined Benefit Plan Actuarial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500 or 5500-SF.	<small>OMB No. 1210-0110</small> 2024 This Form is Open to Public Inspection
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For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024

▶ **Round off amounts to nearest dollar.**
 ▶ **Caution:** A penalty of \$1,000 will be assessed for late filing of this report unless reasonable cause is established.

A Name of plan <u>RETIREMENT PLAN FOR EMPLOYEES OF S.C. JOHNSON & SO</u>	B Three-digit plan number (PN) ▶	<u>002</u>
C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF <u>S.C. JOHNSON & SON, INC.</u>	D Employer Identification Number (EIN) <u>39-0379990</u>	
E Type of plan: <input type="checkbox"/> Single <input type="checkbox"/> Multiple-A <input checked="" type="checkbox"/> Multiple-B	F Prior year plan size: <input type="checkbox"/> 100 or fewer <input type="checkbox"/> 101-500 <input checked="" type="checkbox"/> More than 500	

Part I Basic Information

1	Enter the valuation date: Month <u>01</u> Day <u>01</u> Year <u>2024</u>		
2	Assets:		
	a Market value	2a	<u>439520087</u>
	b Actuarial value	2b	<u>439520087</u>
3	Funding target/participant count breakdown	(1) Number of participants	(2) Vested Funding Target
	a For retired participants and beneficiaries receiving payment	<u>2009</u>	<u>334340493</u>
	b For terminated vested participants	<u>526</u>	<u>50341681</u>
	c For active participants	<u>557</u>	<u>51970213</u>
	d Total	<u>3092</u>	<u>435783571</u>
4	If the plan is in at-risk status, check the box and complete lines (a) and (b)..... <input type="checkbox"/>		
	a Funding target disregarding prescribed at-risk assumptions	4a	
	b Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor	4b	
5	Effective interest rate	5	<u>5.09 %</u>
6	Target normal cost		
	a Present value of current plan year accruals	6a	<u>0</u>
	b Expected plan-related expenses	6b	<u>800000</u>
	c Target normal cost	6c	<u>800000</u>

Statement by Enrolled Actuary
 To the best of my knowledge, the information supplied in this schedule and accompanying schedules, statements and attachments, if any, is complete and accurate. Each prescribed assumption was applied in accordance with applicable law and regulations. In my opinion, each other assumption is reasonable (taking into account the experience of the plan and reasonable expectations) and such other assumptions, in combination, offer my best estimate of anticipated experience under the plan.

SIGN HERE Signature of actuary <u>GORDON A. YOUNG, FSA, EA</u> Type or print name of actuary <u>WILLIS TOWERS WATSON US LLC</u> Firm name <u>111 E. KILBOURNE AVENUE, SUITE 1850</u> <u>MILWAUKEE, WI 53202</u> Address of the firm	<u>09/05/2025</u> Date <u>23-05802</u> Most recent enrollment number <u>262-780-3120</u> Telephone number (including area code)
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If the actuary has not fully reflected any regulation or ruling promulgated under the statute in completing this schedule, check the box and see instructions

Part II Beginning of Year Carryover and Prefunding Balances		(a) Carryover balance	(b) Prefunding balance
7	Balance at beginning of prior year after applicable adjustments (line 13 from prior year)	55114865	0
8	Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	7361470	0
9	Amount remaining (line 7 minus line 8)	47753395	0
10	Interest on line 9 using prior year's actual return of <u>8.11</u> %	3872800	0
11	Prior year's excess contributions to be added to prefunding balance:		
	a Present value of excess contributions (line 38a from prior year)		0
	b(1) Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of <u>5.16</u> %		0
	b(2) Interest on line 38b from prior year Schedule SB, using prior year's actual return		0
	c Total available at beginning of current plan year to add to prefunding balance		0
	d Portion of (c) to be added to prefunding balance		0
12	Other reductions in balances due to elections or deemed elections	0	0
13	Balance at beginning of current year (line 9 + line 10 + line 11d – line 12)	51626195	0

Part III Funding Percentages			
14	Funding target attainment percentage	14	88.83 %
15	Adjusted funding target attainment percentage	15	100.65 %
16	Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to reduce current year's funding requirement	16	98.05 %
17	If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage	17	%

Part IV Contributions and Liquidity Shortfalls					
18 Contributions made to the plan for the plan year by employer(s) and employees:					
(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees	(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees
Totals ▶			18(b)	0	18(c)
					0

19 Discounted employer contributions – see instructions for small plan with a valuation date after the beginning of the year:			
a	Contributions allocated toward unpaid minimum required contributions from prior years	19a	0
b	Contributions made to avoid restrictions adjusted to valuation date	19b	0
c	Contributions allocated toward minimum required contribution for current year adjusted to valuation date	19c	0
20 Quarterly contributions and liquidity shortfalls:			
a	Did the plan have a "funding shortfall" for the prior year?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
b	If line 20a is "Yes," were required quarterly installments for the current year made in a timely manner?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
c	If line 20a is "Yes," see instructions and complete the following table as applicable:		
Liquidity shortfall as of end of quarter of this plan year			
(1) 1st	(2) 2nd	(3) 3rd	(4) 4th
0	0	0	0

Part V Assumptions Used to Determine Funding Target and Target Normal Cost				
21 Discount rate:				
a Segment rates:	1st segment: 4.75 %	2nd segment: 4.96 %	3rd segment: 5.59 %	<input type="checkbox"/> N/A, full yield curve used
b Applicable month (enter code)				21b 0
22 Weighted average retirement age				22 58
23 Mortality table(s) (see instructions)	<input type="checkbox"/> Prescribed - combined	<input checked="" type="checkbox"/> Prescribed - separate	<input type="checkbox"/> Substitute	

Part VI Miscellaneous Items				
24 Has a change been made in the non-prescribed actuarial assumptions for the current plan year? If "Yes," see instructions regarding required attachment..... <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No				
25 Has a method change been made for the current plan year? If "Yes," see instructions regarding required attachment..... <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No				
26 Demographic and benefit information				
a Is the plan required to provide a Schedule of Active Participants? If "Yes," see instructions regarding required attachment. <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No				
b Is the plan required to provide a projection of expected benefit payments? If "Yes," see instructions regarding required attachment ... <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No				
27 If the plan is subject to alternative funding rules, enter applicable code and see instructions regarding attachment.....				27

Part VII Reconciliation of Unpaid Minimum Required Contributions For Prior Years				
28 Unpaid minimum required contributions for all prior years				28 0
29 Discounted employer contributions allocated toward unpaid minimum required contributions from prior years (line 19a).....				29 0
30 Remaining amount of unpaid minimum required contributions (line 28 minus line 29).....				30 0

Part VIII Minimum Required Contribution For Current Year				
31 Target normal cost and excess assets (see instructions):				
a Target normal cost (line 6c)				31a 800000
b Excess assets, if applicable, but not greater than line 31a				31b 0
32 Amortization installments:		Outstanding Balance	Installment	
a Net shortfall amortization installment		61156409	5861470	
b Waiver amortization installment		0	0	
33 If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____) and the waived amount				33
34 Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33).....				34 6661470
		Carryover balance	Prefunding balance	Total balance
35 Balances elected for use to offset funding requirement		6661470	0	6661470
36 Additional cash requirement (line 34 minus line 35)				36 0
37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c)				37 0
38 Present value of excess contributions for current year (see instructions)				
a Total (excess, if any, of line 37 over line 36)				38a 0
b Portion included in line 38a attributable to use of prefunding and funding standard carryover balances				38b 0
39 Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37)				39 0
40 Unpaid minimum required contributions for all years				40 0

Part IX Pension Funding Relief Under the American Rescue Plan Act of 2021 (See Instructions)				
41 If an election was made to use the extended amortization rule for a plan year beginning on or before December 31, 2021, check the box to indicate the first plan year for which the rule applies. <input type="checkbox"/> 2019 <input type="checkbox"/> 2020 <input type="checkbox"/> 2021				

SCHEDULE C (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	Service Provider Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ File as an attachment to Form 5500.	<small>OMB No. 1210-0110</small> 2024 This Form is Open to Public Inspection.
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For calendar plan year 2024 or fiscal plan year beginning **01/01/2024** and ending **12/31/2024**

A Name of plan RETIREMENT PLAN FOR EMPLOYEES OF S.C. JOHNSON & SO	B Three-digit plan number (PN) ▶	002
C Plan sponsor's name as shown on line 2a of Form 5500 S.C. JOHNSON & SON, INC.	D Employer Identification Number (EIN) 39-0379990	

Part I Service Provider Information (see instructions)

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

1 Information on Persons Receiving Only Eligible Indirect Compensation

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

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

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

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(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)

WILLIS TOWERS WATSON US LLC

53-0181291

(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?
11	ACTUARY	403633	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)

JP MORGAN CHASE

13-4994650

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28	INVESTMENT MANAGER	288682	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)

ROBERT W. BAIRD AND COMPANY

39-6037917

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28	INVESTMENT MANAGER	247707	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"/>

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)

GARCIA HAMILTON & ASSOCIATES, L.P.

76-0589652

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28	INVESTMENT MANAGER	193640	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)

NORTHERN TRUST COMPANY

36-1561860

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
25	TRUSTEE	149923	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)

CAPTRUST ADVISORS

26-0058143

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
27	INVESTMENT ADVISOR	120000	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"/>

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)

REAMS ASSET MANAGEMENT

43-1925734

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28	INVESTMENT MANAGER	59945	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)

JP MORGAN INVESTMENT MANAGEMENT INC

13-3200244

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28	INVESTMENT MANAGER	48097	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)

BAKER TILLY US LLP

30-1413443

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
10	ACCOUNTANT	9125	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"/>

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)
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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.	<small>OMB No. 1210-0110</small> 2024 This Form is Open to Public Inspection.
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For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024

A Name of plan <u>RETIREMENT PLAN FOR EMPLOYEES OF S.C. JOHNSON & SO</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>S.C. JOHNSON & SON, INC.</u>	D Employer Identification Number (EIN) <u>39-0379990</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: NT COLLECTIVE GOVERNMENT SHORT TERM

b Name of sponsor of entity listed in (a): NORTHERN TRUST INVESTMENTS, INC.

c EIN-PN <u>45-6138589-068</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>91461447</u>
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a Name of MTIA, CCT, PSA, or 103-12 IE: NT COLLECTIVE SHORT TERM INVESTMENT

b Name of sponsor of entity listed in (a): NORTHERN TRUST INVESTMENTS, INC.

c EIN-PN <u>45-6135859-084</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>5506682</u>
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a Name of MTIA, CCT, PSA, or 103-12 IE: COMMINGLED PENSION TRUST FUND

b Name of sponsor of entity listed in (a): JP MORGAN CHASE BANK, N.A.

c EIN-PN <u>20-3847783-001</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>0</u>
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a Name of MTIA, CCT, PSA, or 103-12 IE:

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

c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
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a Name of MTIA, CCT, PSA, or 103-12 IE:

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

c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
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a Name of MTIA, CCT, PSA, or 103-12 IE:

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

c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
-----------------	----------------------	---

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):

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.	OMB No. 1210-0110 2024 This Form is Open to Public Inspection
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For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024	
A Name of plan RETIREMENT PLAN FOR EMPLOYEES OF S.C. JOHNSON & SO	B Three-digit plan number (PN) ▶ 002
C Plan sponsor's name as shown on line 2a of Form 5500 S.C. JOHNSON & SON, INC.	D Employer Identification Number (EIN) 39-0379990

Part I	Asset and Liability Statement
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1 Current value of plan assets and liabilities at the beginning and end of the plan year. Combine the value of plan assets held in more than one trust. Report the value of the plan's interest in a commingled fund containing the assets of more than one plan on a line-by-line basis unless the value is reportable on lines 1c(9) through 1c(14). Do not enter the value of that portion of an insurance contract which guarantees, during this plan year, to pay a specific dollar benefit at a future date. **Round off amounts to the nearest dollar.** MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 1b(1), 1b(2), 1c(8), 1g, 1h, and 1i. CCTs, PSAs, and 103-12 IEs also do not complete lines 1d and 1e. See instructions.

	(a) Beginning of Year	(b) End of Year
Assets		
a Total noninterest-bearing cash	1a	
b Receivables (less allowance for doubtful accounts):		
(1) Employer contributions	1b(1)	
(2) Participant contributions	1b(2)	
(3) Other	1b(3)	3701726
c General investments:		
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)	-19435
(2) U.S. Government securities	1c(2)	57277897
(3) Corporate debt instruments (other than employer securities):		
(A) Preferred	1c(3)(A)	
(B) All other	1c(3)(B)	216504276
(4) Corporate stocks (other than employer securities):		
(A) Preferred	1c(4)(A)	
(B) Common	1c(4)(B)	
(5) Partnership/joint venture interests	1c(5)	50754
(6) Real estate (other than employer real property)	1c(6)	0
(7) Loans (other than to participants)	1c(7)	
(8) Participant loans	1c(8)	
(9) Value of interest in common/collective trusts	1c(9)	96968129
(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)	157181
(14) Value of funds held in insurance company general account (unallocated contracts).....	1c(14)	127406
(15) Other.....	1c(15)	31776435

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	439891909	406544369
Liabilities			
g Benefit claims payable.....	1g		
h Operating payables.....	1h		
i Acquisition indebtedness.....	1i		
j Other liabilities.....	1j	366887	313132
k Total liabilities (add all amounts in lines 1g through 1j).....	1k	366887	313132
Net Assets			
l Net assets (subtract line 1k from line 1f).....	1l	439525022	406231237

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)		
(B) Participants.....	2a(1)(B)		
(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)		
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit).....	2b(1)(A)	-1166	
(B) U.S. Government securities.....	2b(1)(B)	3471216	
(C) Corporate debt instruments.....	2b(1)(C)	10318628	
(D) Loans (other than to participants).....	2b(1)(D)		
(E) Participant loans.....	2b(1)(E)		
(F) Other.....	2b(1)(F)	220085	
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		14008763
(2) Dividends:			
(A) Preferred stock.....	2b(2)(A)		
(B) Common stock.....	2b(2)(B)	173884	
(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)		173884
(3) Rents.....	2b(3)		
(4) Net gain (loss) on sale of assets:			
(A) Aggregate proceeds.....	2b(4)(A)	286843546	
(B) Aggregate carrying amount (see instructions).....	2b(4)(B)	287191303	
(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result.....	2b(4)(C)		-347757
(5) Unrealized appreciation (depreciation) of assets:			
(A) Real estate.....	2b(5)(A)		
(B) Other.....	2b(5)(B)	-9081675	
(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)		2682119
(7) Net investment gain (loss) from pooled separate accounts	2b(7)		
(8) Net investment gain (loss) from master trust investment accounts	2b(8)		
(9) Net investment gain (loss) from 103-12 investment entities	2b(9)		
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		3395651
c Other income	2c		
d Total income. Add all income amounts in column (b) and enter total.....	2d		10830985

Expenses

e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers.....	2e(1)	42296673	
(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)		42296673
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)	129125	
(3) Recordkeeping fees	2i(3)		
(4) IQPA audit fees	2i(4)		
(5) Investment advisory and investment management fees	2i(5)	1144607	
(6) Bank or trust company trustee/custodial fees	2i(6)	149923	
(7) Actuarial fees	2i(7)	403633	
(8) Legal fees	2i(8)		
(9) Valuation/appraisal fees	2i(9)		
(10) Other trustee fees and expenses	2i(10)		
(11) Other expenses.....	2i(11)	809	
(12) Total administrative expenses. Add lines 2i(1) through (11)	2i(12)		1828097
j Total expenses. Add all expense amounts in column (b) and enter total.....	2j		44124770

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d	2k		-33293785
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: **BAKER TILLY US, LLP**

(2) EIN: **30-1413443**

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		10000000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?		X	
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?		X	
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?		X	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	X		
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)		X	
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?		X	
l Has the plan failed to provide any benefit when due under the plan?		X	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)		X	
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.		X	

5a Has a resolution to terminate the plan been adopted during the plan year or any prior plan year? Yes No
 If "Yes," enter the amount of any plan assets that reverted to the employer this year 0.

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 549376.

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

A Name of plan <u>RETIREMENT PLAN FOR EMPLOYEES OF S.C. JOHNSON & SO</u>	B Three-digit plan number (PN) ▶	<u>002</u>
C Plan sponsor's name as shown on line 2a of Form 5500 <u>S.C. JOHNSON & SON, INC.</u>	D Employer Identification Number (EIN) <u>39-0379990</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	<u>0</u>
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>36-1561860</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	<u>71</u>

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

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

a Name of contributing employer _____

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

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

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

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

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

a Name of contributing employer _____

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

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

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

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

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

a Name of contributing employer _____

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

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

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

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

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

a Name of contributing employer _____

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

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

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

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

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

a Name of contributing employer _____

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

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

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

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

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

a Name of contributing employer _____

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

a Enter the percentage of plan assets held as:
 Public Equity: 0.0 % Private Equity: 0.0 % Investment-Grade Debt and Interest Rate Hedging Assets: 75.8 %
 High-Yield Debt: 0.0 % Real Assets: 0.0 % Cash or Cash Equivalents: 24.1 % Other: 0.1 %

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

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

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

b If line 20a is "Yes," has PBGC been notified as required by ERISA sections 4043(c)(5) and/or 303(k)(4)? Check the applicable box:
 Yes.
 No. Reporting was waived under 29 CFR 4043.25(c)(2) because contributions equal to or exceeding the unpaid minimum required contribution were made by the 30th day after the due date.
 No. The 30-day period referenced in 29 CFR 4043.25(c)(2) has not yet ended, and the sponsor intends to make a contribution equal to or exceeding the unpaid minimum required contribution by the 30th day after the due date.
 No. Other. Provide explanation: _____

Part VII IRS Compliance Questions

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

21b If this is a Code section 401(k) plan, check all boxes that apply to indicate how the plan is intended to satisfy the nondiscrimination requirements for employee deferrals and employer matching contributions (as applicable) under Code sections 401(k)(3) and 401(m)(2).
 Design-based safe harbor method
 "Prior year" ADP test
 "Current year" ADP test
 N/A

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

<p>SCHEDULE MEP (Form 5500)</p> <p>Department of the Treasury Internal Revenue Service</p> <hr/> <p>Department of Labor Employee Benefits Security Administration</p>	<p>MULTIPLE-EMPLOYER RETIREMENT PLAN INFORMATION</p> <p>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)</p> <p>▶ File as an attachment to Form 5500.</p>	<p>OMB No. 1210-0110</p> <hr/> <p style="text-align: center; font-size: 1.2em;">2024</p> <hr/> <p style="text-align: center;">This Form is Open to Public Inspection</p>
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For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024

<p>A Name of plan RETIREMENT PLAN FOR EMPLOYEES OF S.C. JOHNSON & SO</p>	<p>B Three-digit Plan number (PN)..... ▶</p>	<p>002</p>
<p>C Plan administrator's name as shown on line 3a of Form 5500/Form 5500-SF S.C. JOHNSON & SON, INC.</p>	<p>D Administrator's EIN 39-0379990</p>	

Part I **Type of Multiple-Employer Pension Plan.** All multiple-employer pension plans must complete.

1 Check the appropriate box to indicate type of multiple-employer pension plan. (Only defined contribution plans may check lines 1a, 1b, and 1c. Defined benefit plans and defined contribution plans not checking lines 1a, 1b, or 1c should check line 1d. See Instructions).

- a association retirement plan (See 29 CFR 2510.3-55) (Complete Part II)
- b professional employer organization plan (PEO Plan) (See 29 CFR 29 CFR 2510.3-55) (Complete Part II)
- c pooled employer plan (PEP) (See 29 CFR 2510.3-44) (Complete Parts II and III)
- d other multiple-employer pension plan (Describe) DEFINED BENEFIT MEP (Complete Part II)

Part II **Participating Employer Information.**

2 All multiple-employer pension plans that are subject to section 210(a) of ERISA (see instructions for filing the Form 5500) must complete Part II, in addition to Part I, in accordance with the instructions, to report the information for each employer participating in the multiple-employer pension plan. **Defined contribution plans must complete lines 2a-2d. All other multiple-employer pension plans complete lines 2a-2c only. Complete as many entries as needed to list the required information for each participating employer that is not an individual person (see instructions).**

2a Name of Participating Employer	2b EIN	2c Percentage of Total Contributions for the Plan Year	2d Aggregate Account Balances Attributable to Participating Employer
S.C. JOHNSON & SON	39-0379990	1.00	0
JOHNSON KELAND MANAGEMENT, INC.	39-1257967	0.00	0

CAUTION Do not individually list information for working owners (see instructions and 29 CFR 2510.3-55(d)(2)) or other individuals who are participants or beneficiaries in the plan or arrangement that are no longer associated with a particular participating employer or participating employer plan (see instructions). Providing identifying information for individuals may result in rejection of this filing. If there are any such individuals in the plan, answer "Yes" to line 2e and provide the total information for all such individuals, without providing names or other identifying information.

<p>2e Does the plan include any individuals not participating through an employer or who are individual working owners?</p>	<p>2e</p>	<p><input type="checkbox"/> Yes <input checked="" type="checkbox"/> No</p>
<p>2f If you answer "Yes" in line 2e, enter a good faith estimate of the percentage of total contributions made by all such individuals that are not listed on line 2a during the plan year.</p>	<p>2f</p>	
<p>2g If you answer "Yes" in Line 2e, enter the aggregate account balances for all such individuals that are not listed on line 2a.</p>	<p>2g</p>	

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

**Schedule MEP (2024)
v. 240311**

Part III	Pooled Employer Plan Information
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Line 3. All Pooled employer plans must answer all of the questions in Part III, in addition to completing all of Parts I and II.

3a Is the pooled plan provider (identified as the plan sponsor and administrator in Part II of the Form 5500) currently in compliance with the Form PR (Pooled Plan Provider Registration Statement) requirements? (See instructions and 29 CFR 2510.3-44)..... Yes No

3b If line 3a is "Yes", enter the ACK ID for the most recent Form PR that was required to be filed under the Form PR filing requirements. (Failure to enter a valid ACK ID will subject the Form 5500 filing to rejection as incomplete.)

ACK ID _____

Retirement Plan for Employees of S.C. Johnson & Son, Inc.

Financial Statements and
Supplementary Information

December 31, 2024 and 2023

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Independent Auditors' Report

To the Plan Sponsor and Participants of
Retirement Plan for Employees of S.C. Johnson & Son, Inc.

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

We have performed audits of the financial statements of Retirement Plan for Employees of S.C. Johnson & Son, Inc. (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 (in liquidation) and 2023 (ongoing), and the related statements of changes in net assets available for benefits for the year ended December 31, 2024 (in liquidation) and 2023 (ongoing), 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 years ended December 31, 2024 and 2023, stating that the certified investment information, as described in Note 6 to the financial statements, is complete and accurate.

Opinion

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

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

Basis for Opinion

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

Emphasis of Matter - Plan Termination and Liquidation Basis of Accounting

As discussed in Note 1 to the financial statements, the Company's Board of Directors approved a plan of termination on October 8, 2024, with an effective date of December 31, 2024 and management determined liquidation is imminent. As a result, the Plan has changed its basis of accounting from the ongoing plan basis of accounting used in presenting the 2023 financial statements to the liquidation basis of accounting used in presenting the 2024 financial statements. Our opinion is not modified with respect to this matter.

Responsibilities of Management for the Financial Statements

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

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

Auditors' Responsibilities for the Audit of the Financial Statements

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

In performing an audit in accordance with GAAS, we:

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

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

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

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

Other Matter - Supplemental Schedules Required by ERISA

The supplemental schedules, Schedule H, Line 4(i) - Schedule of Assets (Held at End of Year) as of December 31, 2024, and Schedule H, Line 4(j) - Schedule of Reportable Transactions for the year ended December 31, 2024 are presented for purposes of additional analysis and are not a required part of the financial statements but are supplementary information required by the 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 schedules, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audits of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS. For information included in the supplemental schedules that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

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

In our opinion:

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

Baker Tilly US, LLP

Milwaukee, Wisconsin
October 13, 2025

Retirement Plan for Employees of S.C. Johnson & Son, Inc.

Statements of Net Assets Available for Benefits

December 31, 2024 (in Liquidation) and 2023 (Ongoing)

	2024	2023
Assets		
Investments		
Investments at fair value	\$ 402,842,643	\$ 436,419,573
Total investments at fair value	402,842,643	436,419,573
Receivables		
Accrued employer contribution in liquidation	30,739,000	-
Accrued income expected in liquidation	10,243,587	-
Due from broker	92,639	136,306
Interest and dividend income	3,609,087	3,336,029
Total receivables	44,684,313	3,472,335
Total assets	447,526,956	439,891,908
Liabilities		
Payables		
Due to broker/other	546,380	589,452
Accrued expenses expected to be incurred in liquidation	2,244,957	-
Total liabilities	2,791,337	589,452
Net assets available for benefits	\$ 444,735,619	\$ 439,302,456

See notes to financial statements

Retirement Plan for Employees of S.C. Johnson & Son, Inc.

Statements of Changes in Net Assets Available for Benefits

Years Ended December 31, 2024 (in Liquidation) and 2023 (Ongoing)

	2024	2023
Additions		
Investment activity		
Interest and dividends	\$ 14,182,648	\$ 14,771,058
Net (depreciation) appreciation in fair value of investments	(3,351,662)	20,969,146
Total additions	10,830,986	35,740,204
Deductions		
Benefits paid to participants	42,307,356	41,620,660
Administrative expenses	1,828,097	2,554,341
Total deductions	44,135,453	44,175,001
Net decrease	(33,304,467)	(8,434,797)
Adjustments to liquidation basis		
Accrued employer contribution in liquidation	30,739,000	-
Accrued income in excess of accrued expenses expected to be incurred in liquidation	7,998,630	-
Net adjustments to liquidation basis	38,737,630	-
Beginning of year	439,302,456	447,737,253
End of year	\$ 444,735,619	\$ 439,302,456

See notes to financial statements

Retirement Plan for Employees of S.C. Johnson & Son, Inc.

Notes to Financial Statements

December 31, 2024 (in Liquidation) and 2023 (Ongoing)

1. Description of Plan

The following description of the Retirement Plan for Employees of S.C. Johnson and Son, Inc. (the Plan) provides only general information. Participants should refer to the plan document for a more complete description of the Plan's provisions.

General

The Plan is a noncontributory defined benefit plan covering substantially all employees of S.C. Johnson & Son, Inc. (the Company) and certain related companies, who were employed by the Company on or before September 30, 2003. The Plan is subject to the provisions of the Employee Retirement Income Securities Act of 1974 (ERISA).

The Plan's Benefits Administration Committee is responsible for oversight of the Plan, determines the appropriateness of the Plan's investment offerings and monitors investment performance.

Effective December 31, 2008, the Plan was amended to freeze participation and accrued benefits under the Plan. However, participants will continue to earn investment credits.

Plan Termination

On October 8, 2024, the Company's Board of Directors adopted a resolution to terminate the Plan effective December 31, 2024. All plan participants become 100% vested as a result of the decision to terminate. Upon termination, all assets remaining in the Plan will be distributed to the participants, subject to the applicable requirements of ERISA and in accordance with the provisions of the plan document. Liquidation is expected to be completed in the fourth quarter of 2025. The related amounts for accrued income and expenses through this date have been estimated and recorded in the accompanying financial statements. In addition, the actuary determined that additional funding through liquidation was required and accordingly the Company is expected to contribute \$30,739,000 to the Plan in 2025.

Funding Policy

The Plan's funding policy is for the Company to contribute an amount which will meet or exceed the annual ERISA minimum funding requirement. No participant contributions are permitted. The minimum funding requirements of ERISA were met for 2024 and 2023.

Pension Benefits

Initial Balance - Individuals who were active participants at any time between January 1, 1998 and June 1, 1998 were credited with an initial cash balance based on a formula incorporating the present value of an early retirement benefit and factors for years of service and age.

Contribution (Service) and Investment Credits - Beginning in 1998, a participant's cash balance was credited with a contribution credit equal to 5% of pay up to the social security wage base, plus 10% of pay in excess of that amount. This contribution was eliminated for years after December 31, 2008. Investment credits are credited to the participants' account as of the last day of the plan year; except when the participant receives or starts to receive distribution of their benefit during the plan year whereby this rate is applied to determine the amount credited to the participants account as of the date the distribution of the benefit begins. Beginning January 1, 2008, earnings are credited at the 10-year treasury rate.

Retirement Plan for Employees of S.C. Johnson & Son, Inc.

Notes to Financial Statements

December 31, 2024 (in Liquidation) and 2023 (Ongoing)

Cost of Living Adjustment (COLA) - For participants employed on or before June 1, 1998, the Plan has a COLA feature on all of its annuity payment options. Each January, eligible participants receive a pension increase equal to the lesser of 3% or the Consumer Price Index on the first \$500 of the participant's monthly benefit.

Grandfather Benefit - Participants that were employed on or before June 1, 1998 are entitled to benefits equal to the greater of the amount calculated under the cash balance benefit or a formula based on base pay and years of service through December 31, 2008.

Vesting - Participants completing three or more years of service are entitled to benefits under the Plan. Normal retirement age is 65. Participants with 10 years of service may elect early retirement benefits upon reaching age 50.

Benefit Options - The Plan provides for benefits to be payable to participants upon termination of service. Participants may elect to receive payment in one of the following forms: (a) single lump-sum at the date of termination of service, (b) a monthly annuity based upon the participant's single-sum amount and age at the date of termination of service, adjusted by the annuity option elected or the participants may elect to defer payment by leaving their accrued benefit within the Plan.

Death Benefits - If a participant with a vested interest in benefits under the Plan and a termination date subsequent to January 1, 1998 dies prior to receipt of any benefits under the Plan, their beneficiary shall be entitled to a lump sum cash payment equal to the participant's cash balance account.

Death and Disability Benefits

If an active employee dies at age 55 or older, a death benefit equal to the value of the employee's accumulated pension benefit is paid to the employee's beneficiary. Active employees who become totally disabled receive annual disability benefits that are equal to the equivalent normal retirement benefit they have accumulated as of the time they become disabled. Disability benefits are paid until normal retirement age, at which time disabled participants will receive the normal retirement benefit computed as though they had been employed to normal retirement age, with their annual compensation remaining the same as at the time they became disabled.

2. Summary of Accounting Policies

Basis of Accounting

As a result of the resolution to terminate the Plan, the Plan considers liquidation to be imminent and, therefore, the financial statements of the Plan as of and for the year ended December 31, 2024 are presented on the liquidation basis of accounting.

The financial statements of the Plan as of and for the year ended December 31, 2023 are presented on the ongoing accrual basis of accounting.

Use of Estimates

The preparation of financial statements in accordance 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 and changes therein; disclosure of contingent assets and liabilities; and the actuarial present value of accumulated plan benefits at the date of the financial statements, and changes therein. Actual results could differ from those estimates.

Retirement Plan for Employees of S.C. Johnson & Son, Inc.

Notes to Financial Statements

December 31, 2024 (in Liquidation) and 2023 (Ongoing)

Investment Valuation and Income Recognition

Investments are reported at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. The Plan's Investment Committee determines the Plan's valuation policies utilizing information provided by the investment advisers and trustee, as applicable. See Note 4 for 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.

Payment of Benefits

Benefits payments to participants are recorded upon distribution.

Administrative Expenses

The Plan's expenses are paid either by the Plan or the Company, as provided by the plan document. Expenses that are paid directly by the Company are excluded from these financial statements. Certain expenses incurred in connection with the general administration of the Plan that are paid by the Plan are recorded as deductions in the Statements of Changes in Net Assets Available for Benefits. In addition, certain investment related expenses are included in net appreciation (depreciation) in fair value of investments in the Statements of Changes in Net Assets Available for Benefits.

Subsequent Events

Subsequent events were evaluated through October 13, 2025, the date the financial statements were available to be issued.

Subsequent to year-end, the Plan received an IRS determination letter dated June 25, 2025, that the Plan and trust are designed in accordance with applicable sections of the IRC.

3. Actuarial Present Value of Accumulated Plan Benefits

Accumulated plan benefits are those future periodic payments, including lump-sum distributions, that are attributable under the Plan's provisions to the service employees have rendered. Accumulated plan benefits include benefits expected to be paid to (a) retired or terminated employees or their beneficiaries, (b) beneficiaries of employees who have died and (c) present employees or their beneficiaries. Benefits under the Plan are based on employees' compensation during each year of credited service. The accumulated plan benefits for active employees are based on average compensation during five years ending on December 31, 2008 or their accumulated cash balances as of the valuation date. Benefits payable under all circumstances, such as retirement, death, disability and termination of employment, are included, to the extent they are attributable to employee service rendered to the valuation date. Benefits to be provided via annuity contracts excluded from plan assets are excluded from accumulated plan benefits.

The actuarial present value of accumulated plan benefits is determined by the Plan's independent actuary and is that amount that results from applying actuarial assumptions to adjust the accumulated plan benefits to reflect the time value of money (through discounts for interest) and the probability of payment (by means of decrements such as for death, disability, withdrawal or retirement) between the valuation date and the expected date of payment.

Retirement Plan for Employees of S.C. Johnson & Son, Inc.

Notes to Financial Statements

December 31, 2024 (in Liquidation) and 2023 (Ongoing)

Actuarial Present Value of Accumulated Plan Benefits	2024	2023
Vested benefits:		
Participants currently receiving benefits	\$ 337,512,450	\$ 347,874,304
Other vested benefits	102,060,241	112,919,232
Total vested benefits	439,572,691	460,793,536
Nonvested benefits	853,887	1,026,210
Total actuarial present value of accumulated plan benefits	\$ 440,426,578	\$ 461,819,746

The changes in the actuarial present value of the accumulated plan benefits are as follows:

Actuarial Present Value of Accumulated Benefits at January 1st	2024	2023
Beginning of year	\$ 461,819,746	\$ 479,498,285
Increase (decrease) during the year attributed to:		
Actuarial losses	2,419,988	6,017,399
Increase for interest due to decrease in discount period	22,348,410	22,651,039
Benefits paid	(41,620,660)	(53,608,858)
Change in assumptions	(4,540,906)	7,261,881
Net decrease	(21,393,168)	(17,678,539)
Actuarial present value of accumulated plan benefits at end of year	\$ 440,426,578	\$ 461,819,746

Significant assumptions underlying the actuarial computations are as follows:

Discount rate	- 5.20% in 2024 and 5.10% in 2023, which reflects the expected rates of return on plan assets
Mortality rates	- Rates from the Pri-2012 based table with modified MP-2021 projection as of June 30, 2024 and 2023.
Retirement age	- Average retirement age of 58 for 2024 and 2023
Actuarial cost method	- Market value of assets for 2024 and 2023

The discount rate used to value the present value of accumulated plan benefits increased by 0.1% in 2024 to 5.20%. The changes in assumptions resulted in a \$4,540,906 decrease in actuarial present value of accumulated benefits for the year ended December 31, 2023.

Retirement Plan for Employees of S.C. Johnson & Son, Inc.

Notes to Financial Statements

December 31, 2024 (in Liquidation) and 2023 (Ongoing)

4. Fair Value Measurements

The framework for measuring fair value provides a fair value 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 three levels of the fair value hierarchy under authoritative guidance are described as follows:

Level 1 - Inputs to the valuation methodology are unadjusted quoted prices for identical assets or liabilities in active markets that the Plan has the ability to access.

Level 2 - Inputs other than quoted prices included within Level 1 that are observable for the asset or liability, either directly or indirectly, such as:

- quoted prices for similar assets or liabilities in active markets;
- quoted prices for identical or similar assets or liabilities in inactive markets;
- inputs other than quoted prices that are observable for the asset or liability;
- inputs that are derived principally from or corroborated by observable market data by correlation or other means.

If the asset or liability has a specified (contractual) term, the Level 2 input must be observable for substantially the full term of the asset or liability.

Level 3 - Inputs to the valuation methodology are unobservable and significant to the fair value measurement.

The asset 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 maximize the use of relevant observables and minimize the use of unobservable inputs.

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

Short-term cash investments are valued at cost, which approximates fair value.

Government obligations, municipal obligations, corporate bonds and asset-backed securities are valued with an institutional bid evaluation or an institutional mid evaluation. A bid evaluation is an estimated price at which a dealer would pay for a security (typically in an institutional round lot). A mid evaluation is the average of the estimated price at which a dealer would sell a security and the estimated price at which a dealer would pay for a security (typically in an institutional round lot). Oftentimes, these evaluations are based on proprietary models which pricing vendors establish for these purposes. In some cases, there may be manual sources used when primary price vendors do not supply prices.

Registered investment companies are valued at the daily closing price as reported by the investment company. These investments held by the Plan are open-end investments that are registered with the Securities and Exchange Commission. These investments are required to publish their daily net asset value (NAV) and to transact at that price. These investments held by the Plan are deemed to be actively traded.

Retirement Plan for Employees of S.C. Johnson & Son, Inc.

Notes to Financial Statements

December 31, 2024 (in Liquidation) and 2023 (Ongoing)

Benefit disbursement contracts are valued at contract value which approximates fair value. Contract value represents contributions plus credited interest less benefit payments and administrative expenses.

Common collective trust funds are valued at NAV of units of the bank collective trust. The NAV is used as a practical expedient to estimate fair value. This practical expedient would not be used if it is determined to be probable that the fund will sell the investment for an amount different from the reported NAV. Participant transactions (purchases and sales) may occur daily. If the Plan initiates a full redemption of the collective trust, the issuer reserves the right to temporarily delay withdrawal from the trust in order to ensure that securities liquidations will be carried out in an orderly business manner.

Limited partnerships are valued at NAV per unit (or its equivalent) based upon the fair value of the underlying investments. Interests in venture capital partnerships are based on valuations provided by the general partners of the respective partnership as of December 31, 2024 and 2023, adjusted for cash receipts, cash disbursements and securities distributions through December 31st. NAV is used as a practical expedient to estimate fair value. The limited partnerships are comprised of holdings with the objective to generate attractive rates of return on capital and hedge against inflation.

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

Assets at Fair Value as of December 31, 2024	Level 1	Level 2	Level 3	Total
Short-Term cash investment	\$ -	\$ 96,948,694	\$ -	\$ 96,948,694
Registered investment companies	157,181	-	-	157,181
Government obligations	-	57,277,897	-	57,277,897
Corporate bonds	-	216,504,276	-	216,504,276
Benefit disbursement contracts	-	127,406	-	127,406
Asset-backed securities	-	27,721,386	-	27,721,386
Municipal obligations	-	4,055,049	-	4,055,049
Total assets in the fair value hierarchy	157,181	402,634,708	-	402,791,889
Investments measured at NAV (a)	-	-	-	50,754
Total investments at fair value	\$ 157,181	\$ 402,634,708	\$ -	\$ 402,842,643

Retirement Plan for Employees of S.C. Johnson & Son, Inc.

Notes to Financial Statements

December 31, 2024 (in Liquidation) and 2023 (Ongoing)

Assets at Fair Value as of December 31, 2023	Level 1	Level 2	Level 3	Total
Short-Term cash investment	\$ -	\$ 21,239,841	\$ -	\$ 21,239,841
Registered investment companies	26,644,457	-	-	26,644,457
Government obligations	-	52,282,650	-	52,282,650
Corporate bonds	-	227,168,664	-	227,168,664
Benefit disbursement contracts	-	85,394	-	133,921
Asset-backed securities	-	81,248,520	-	81,248,520
Municipal obligations	-	5,825,784	-	5,825,784
Total assets in the fair value hierarchy	26,644,457	387,850,853	-	414,543,837
Investments measured at NAV (a)	-	-	-	21,875,736
Total investments at fair value	\$ 26,644,457	\$ 387,850,853	\$ -	\$ 436,419,573

(a) In accordance with Subtopic 820-10, certain investments that were measured at NAV per share (or its equivalent) have not been classified in the fair value hierarchy. The fair value amounts presented in this table are intended to permit reconciliation of the fair value hierarchy to the line items presented in the Statements of Net Assets Available for Benefits.

Fair Value of Investments That Calculate NAV

The following table summarizes investments measured at fair value based on NAVs per share as of December 31, 2024 and 2023. There are no participant redemption restrictions for these investments; the redemption notice period is applicable only to the Plan.

December 31, 2024	Fair Value	Unfunded Commitments	Redemption Frequency	Redemption Notice Period
Limited Partnerships:				
Venture Capital	\$ 50,754	\$ -	Quarterly	Quarterly
December 31, 2023	Fair Value	Unfunded Commitments	Redemption Frequency	Redemption Notice Period
Limited Partnerships:				
Venture Capital	\$ 110,485	\$ -	Quarterly	Quarterly
Real Estate Fund	4,461	-	Quarterly	Quarterly
Common Collective Trust Funds	21,760,790	-	Daily	Daily
Total	\$ 21,875,736	\$ -		

Retirement Plan for Employees of S.C. Johnson & Son, Inc.

Notes to Financial Statements

December 31, 2024 (in Liquidation) and 2023 (Ongoing)

5. Concentrations

The Plan holds certain investments that represent 10% or more of the Plan's net assets available for benefits. As of December 31, 2024, the Plan had an investment of \$91,461,447 that was concentrated in one fund. There were no concentrations as of December 31, 2023.

6. Information Certified by Trustee

The plan administrator has elected the method of compliance permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA for 2024 and 2023. Accordingly, The Northern Trust Company, the Trustee of the Plan, has certified to the completeness and accuracy of all investments reported in the accompanying Statements of Net Assets Available for Benefits as of December 31, 2024 (in liquidation) and 2023 (ongoing), and the supplemental Schedule H, Line 4(i) - Schedule of Assets (Held at End of Year) as of December 31, 2024, and the related investment activity reported in the Statements of Changes in Net Assets Available for Benefits for the years ended December 31, 2024 (in liquidation) and 2023 (ongoing) and the information reported in the supplemental Schedule H, Line 4(j) - Schedule of Reportable Transactions for the year ended December 31, 2024.

Such information was obtained by management and agreed to or derived from information certified as complete and accurate by a qualified institution.

7. Related-Party and Party in Interest Transactions

The Plan's investments are administered under a contract with the Trustee of the Plan. Contributions are held and managed by the Trustee, who invests cash received, interest and dividend income and makes distributions to participants. These transactions are party in interest transactions under ERISA. Fees paid by the Plan to The Northern Trust Company amounted to approximately \$150,000 and \$154,000 for the years ended December 31, 2024 and 2023, respectively.

As described in Note 2, the Plan paid certain expenses related to plan operations and investment activity to various service providers. Additionally, certain administrative functions of the Plan are performed by officers or employees of the Company. No such officer or employee receives compensation from the Plan. These transactions are party in interest transactions under ERISA.

8. Tax Status

The Internal Revenue Service (IRS) has determined and informed the Company by a letter dated November 23, 2016, that the Plan and related trust are designed in accordance with applicable sections of the Internal Revenue Code (IRC). Although the Plan has been amended since receiving the determination letter, the plan administrator believes that the Plan is designed, and is currently being operated, in compliance with the applicable requirements of the IRC.

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

Retirement Plan for Employees of S.C. Johnson & Son, Inc.

Notes to Financial Statements

December 31, 2024 (in Liquidation) and 2023 (Ongoing)

9. Risks and Uncertainties

The Plan invests in various investment securities. Investment securities are exposed to various risks, such as interest rate, market and credit risks. Market risks include global events which could impact the value of the investment securities, such as a pandemic or international conflict. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect the amounts reported in the Statements of Net Assets Available for Benefits.

Plan contributions are made, and the actuarial present value of accumulated plan benefits are reported based on certain assumptions pertaining to interest rates, inflation rates and employee demographics, all of which are subject to change. Due to uncertainties inherent in the estimations and assumptions process, it is at least reasonably possible that changes in these estimates and assumptions in the near term would be material to the financial statements.

10. Reconciliation of Financial Statements to Form 5500

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

	2024	2023
Net assets available for benefits per the financial statements	\$ 444,735,619	\$ 439,302,456
Other payable	233,248	222,566
Accrued employer contribution in liquidation	(30,739,000)	-
Accrued income, in excess of accrued expenses, expected to be incurred in liquidation	(7,998,630)	-
Net assets available for benefits per Form 5500	\$ 406,231,237	\$ 439,525,022

The following reconciles the decrease in net assets per the financial statements for the years ended December 31, 2024, to Form 5500:

Net increase in net assets per the financial statements	\$ 5,433,163
Change in other payable	10,682
Change in accrued employer contribution in liquidation	(30,739,000)
Change in accrued income, in excess of accrued expenses, expected to be incurred in liquidation	(7,998,630)
Decrease in net assets per Form 5500	\$ (33,293,785)

Retirement Plan for Employees of S.C. Johnson & Son, Inc.

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

EIN: 39-0379990 Plan Number 002

December 31, 2024

(a)	(b), (c)	(d)	(e)
Identity of Issue, Borrower, Lessor, or Similar Party and Description of Investment		Cost	Current Value
Short-Term Investments			
*	NT COLTV GOVT SHORT TERM INVT FD	\$ 91,461,447	\$ 91,461,447
*	NT COLTV SHORT TERM INVT FD	5,506,682	5,506,682
	NON-INTEREST BEARING CASH	(19,435)	(19,435)
	Total short-term investments	<u>96,948,694</u>	<u>96,948,694</u>
Government Obligations			
	BERMUDA GOVT 3.375% 08-20-2050	209,600	132,100
	STATE OF ISRAEL BD 4.125% DUE 01-17-2048REG	198,196	151,538
	QATAR ST 4.4% 144A 04-16-2050 REG	200,000	169,462
	PVTPL SAUDI ARABIA KINGDOM GLOBAL MEDIUM TERM 5.0% DUE 01-18-2053	185,388	169,146
	PVPTL ABU DHABI GOVT INTL 3.0% 09-15-2051	256,000	166,467
	UNITED STATES OF AMER TREAS BONDS 4.125% 08-15-2044	745,816	724,750
	UNITED STATES OF AMER TREAS BONDS 2.5% 02-15-2045	5,091,363	4,706,243
	UNITED STATES OF AMER TREAS BONDS 3.375%DUE 08-15-2042 REG	1,914,970	1,879,985
	UNITED STATES OF AMER TREAS BONDS 4.25% 02-15-2054	321,622	310,702
	UNITED STATES OF AMER TREAS BONDS DTD 05/15/2016 2.5% DUE 05-15-2046 REG	59,332	40,908
	UNITED STATES OF AMER TREAS BONDS DTD 05/15/2016 2.5% DUE 05-15-2046 REG	2,510,103	1,718,128
	UNITED STATES OF AMER TREAS NOTES 2.75% DUE 05-31-2029 REG	1,058,687	1,051,699
	UNITED STATES OF AMER TREAS NOTES 4.0% 02-15-2034	6,279,468	5,951,105
	UNITED STATES TREAS 2.375% DUE 02-15-2042 REG	807,779	730,513
	UNITED STATES TREAS BDS 2.25% DUE 05-15-2051 REG	1,209,989	1,118,111
	UNITED STATES TREAS BDS 2.875% 05-15-2049 REG	1,543,758	1,402,173
	UNITED STATES TREAS BDS 4.625% 05-15-2044	145,547	145,570
	UNITED STATES TREAS BDS BD 3.75% DUE 08-15-2041 REG	9,611,282	8,471,613
	UNITED STATES TREAS BDS TREASURY BOND 2.375% DUE 11-15-2049 REG	910,625	613,698
	UNITED STATES TREAS NTS 1.875% DUE 02-15-2032 REG	8,913,720	8,566,142
	UNITED STATES TREAS NTS 1.875% DUE 02-15-2032 REG	147,246	147,185
	UNITED STATES TREAS NTS DTD 02/15/2023 3.5% 02-15-2033	11,173,278	10,824,640
	UNITED STS TREAS NTS 1.125% DUE 02-15-2031 REG	4,415,585	4,299,064
	US TREASURY N/B 4.25% 08-15-2054	913,867	878,250
	WI TREASURY SEC 3.875% 05-15-2043	1,723,246	1,629,951
	PVTPL NBN CO LTD 4.25% 10-01-2029	729,869	707,421
	PVTPL SAUDI ARABIAN OIL CO GLOBAL 5.75%07-17-2054	227,470	215,102
	ADNOC MURBAN RSC LTD GLOBAL MEDIUM 5.125% 09-11-2054	198,660	180,420
	PVTPL ABU DHABI CRUDE OIL PIPELINE LLC SR SECD BD SER B 144A 4.6% 11-02-2047	200,000	175,810
	Total U.S. government securities	<u>61,902,464</u>	<u>57,277,897</u>
Corporate Bonds and Notes			
	COMMONWEALTH BANK OF AUSTRALIA 2.688% 03-11-2031	369,644	383,551
	MACQUARIE GROUP LTD SR MEDIUM TERM TRANCHE # TR 00022 1.935% 04-14-2028	492,120	465,816
	PVTPL AUSTRALIA & NEW ZEALAND BKG GROUP LTD 2.57% DUE 11-25-2035/11-25-2020 BEO	385,812	381,505
	PVTPL CSL FINANCE PLC 4.75% DUE 04-27-2052 BEO	174,500	151,161
	PVTPL MACQUARIE GROUP LTD SR NT 2.691%06-23-2032	700,000	593,400
	PVTPL NATIONAL AUSTRALIA BK LTD 01-12-2027	1,000,000	948,166
	PVTPL NBN CO LTD 2.625% DUE 05-05-2031 BEO	674,460	561,837
	PVTPL XSTRATA FIN CDA LTD NT 6 DUE 11-15-2041 BEO	756,114	569,889
	RIO TINTO FIN USA 5.125% DUE 03-09-2053	334,829	315,093
	RIO TINTO FIN USA 5.125% DUE 03-09-2053	393,916	370,698
	ANHEUSER BUSCH INBEV WORLDWIDE INC 5.45% 01-23-2039	149,583	150,396
	ANHEUSER-BUSCH 4.9% DUE 02-01-2046	62,304	58,836
	ANHEUSER-BUSCH COS LLC CORP 4.7% 02-01-2036	969,810	947,969
	ANHEUSER-BUSCH COS LLC CORP 4.9% 02-01-2046	516,568	446,878
	ANHEUSER-BUSCH INBEV WORLDWIDE INC 4.75% 01-23-2029	1,306,409	1,299,133
	BANK NOVA SCOTIA B C 4.74% 11-10-2032	553,746	532,824
	BANK NOVA SCOTIA B C 5.65% 02-01-2034	569,436	580,669
	BANK OF MONTREAL 5.511% 06-04-2031	704,464	685,574
	BROOKFIELD FIN INC 5.968% 03-04-2054	100,000	101,217
	BROOKFIELD FINANCE INC 5.675% 01-15-2035	231,015	221,688
	CANADIAN IMPERIAL BK COMM TORONTO BRH 3.6% 04-07-2032	550,188	538,461
	GREAT-WEST LIFECO 4.15% DUE 06-03-2047	198,436	158,249
	NATIONAL BANK OF CANADA 5.6% 12-18-2028	545,197	535,115

Retirement Plan for Employees of S.C. Johnson & Son, Inc.

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

EIN: 39-0379990 Plan Number 002

December 31, 2024

(a)	(b), (c)	(d)	(e)
Identity of Issue, Borrower, Lessor, or Similar Party and Description of Investment		Cost	Current Value
	PVTPL EMPOWER FIN 2020 LP 3.075% DUE 09-17-2051	\$ 30,000	\$ 18,883
	PVTPL FEDERATION DES CAISSES DESJARDINS DU QUE 5.25% 04-26-2029	535,731	527,246
	ROYAL BANK OF CANADA 5.15% 02-01-2034	579,485	568,264
	TORONTO DOMINION BK 4.456% 06-08-2032	625,000	592,060
	PVTPL DANSKE BANK A/S 4.613% 10-02-2030	300,000	291,039
	NORDEA BK ABP 4.625% DUE 09-13-2033	394,755	336,900
	NORDEA BK ABP MED 1.5% DUE 09-30-2026	589,398	567,600
	BPCE S A MEDIUM 1.625% DUE 01-14-2025	767,644	769,199
	PVTPL BANQUE FED CRED MUTUEL 5.194% 02-16-2028	857,727	853,819
	PVTPL BNP PARIBAS 1.323% 01-13-2027	750,000	721,947
	PVTPL CREDIT AGRICOLE S A LONDON 4.125% 01-10-2027	583,366	520,633
	PVTPL CREDIT AGRICOLE S A LONDON BRH 1.247% 01-26-2027	689,129	672,205
	PVTPL PCE SA 2.277% 01-20-2032	585,781	571,911
	SOCIETE GENERALE 2.625% DUE 01-22-2025	501,235	499,313
	TOTAL CAP INTL 3.127% DUE 05-29-2050 REG	267,746	204,708
	TOTAL CAP INTL 3.461% DUE 07-12-2049	184,400	124,582
	TOTALENERGIES CAP 5.425% 09-10-2064	140,000	129,988
	TOTALENERGIES CAPITAL S.A. 5.638% 04-05-2064	200,000	191,617
	TOTALENERGIES CAPITAL SA 5.488% 04-05-2054	140,000	134,411
	DEUTSCHE BANK NY 5.414% 05-10-2029	592,256	583,762
	PVTPL DAIMLER TRUCKS FIN NORTH AMER 2.0% 12-14-2026	746,738	710,600
	PVTPL AIA GROUP LTD 5.4% 09-30-2054	198,912	185,553
	WIPRO IT SERVICE WPROIN 1 1/2 06/23/26 1.5% 06-23-2026	697,452	665,494
	PVTPL BANK IRELAND GROUP PLC 5.601% 03-20-2030	589,341	580,459
	PVTPL ENI S P A4.25% 05-09-2029	199,484	193,549
	MITSUBISHI UFJ 1.538% DUE 07-20-2027	1,211,568	1,141,250
	MIZUHO FINL GROUP 2.839% DUE 09-13-2026	732,256	679,448
	MIZUHO FINL GROUP INC 2.201% 07-10-2031	714,095	704,879
	SUMITOMO MITSUI 2.13% DUE 07-08-2030	700,000	598,683
	SUMITOMO MITSUI FINL GROUP INC SR NT 1.902% 09-17-2028	645,974	627,113
	AMER MOVIL SAB DE CV 6.125% 03-30-2040	600,313	436,285
	ING GROEP N V SR NT FIXED/FLTG 1.726% 04-01-2027	761,573	721,003
	RABOBANK NEDERLAND 1.98% DUE 12-15-2027	740,000	700,954
	PVTPL DNB BK ASA 1.535% 05-25-2027	700,889	668,160
	BANCO SANTANDER SA SR NT NON PFD 2.958% 03-25-2031	616,434	522,576
	PVTPL SWEDBANK AB 5.337% 09-20-2027	557,596	554,989
	CR SUISSE AG NEW YORK BRH MEDIUM TRANCHE# SB 00771 2.95% 04-09-2025	576,384	547,281
	PVTPL ROCHE HOLDINGS INC 2.607% 12-13-2051	132,538	119,204
	PVTPL UBS AG LONDON BRH 1.375% DUE 01-13-2025 BEO	997,660	999,030
	PVTPL UBS GROUP FUNDING 4.125% 09-24-2025 BEO	759,157	696,741
	UBS GROUP AG 7.125% 07-15-2032	389,394	332,518
	UBS GROUP AG FLTG RT 1.364% DUE 01-30-2027	750,000	721,246
	PVTPL GALAXY PIPELINE ASSETS BIDCO LTD 2.94% DUE 09-30-2040	190,745	150,636
	ASTRAZENECA FIN FIXED 2.25% DUE 05-28-2031	656,390	554,033
	HSBC HLDGS PLC 4.041% 03-13-2028	335,300	311,270
	HSBC HOLDINGS PLC 4.583% 06-19-2029	2,135,233	1,812,307
	HSBC HOLDINGS PLC 6.332% 03-09-2044	699,845	707,890
	LLOYDS BKG GROUP 3.75% DUE 01-11-2027	645,502	635,372
	MEAD JOHNSON 4.6% DUE 06-01-2044	174,202	139,592
	NATWEST GROUP PLC 4.964% 08-15-2030	600,000	591,021
	NATWEST GROUP PLC SR GLBL COCO 5.076% 01-27-2030	250,143	247,404
	ROYAL BK SCOTLAND 4.8% DUE 04-05-2026	902,787	809,700
	STANDARD CHARTERED PLC NT FIXED RATE RESET 144A 1.456% 01-14-2027	694,155	674,208
	ABBOTT LABS 4.9% DUE 11-30-2046	526,810	345,737
	ABBVIE INC 4.25% DUE 11-21-2049 REG	1,100,281	1,001,538
	ABBVIE INC 4.875% DUE 11-14-2048	419,491	364,182
	ABBVIE INC 5.05% 03-15-2034	1,616,544	1,582,307
	ABBVIE INC 5.4% 03-15-2054	259,108	250,350
	ABBVIE INC 5.5% 03-15-2064	244,924	239,242
	ACCENTURE CAP INC 4.5% 10-04-2034	412,957	399,175
	ADVANCED MICRO DEVICES INC 4.393% DUE 06-01-2052	290,000	242,732
	AEP TRANSM CO LLC FIXED 3.65% DUE 04-01-2050	159,942	115,753
	AEP TRANSMISSION CO LLC 5.4% DUE 03-15-2053	453,790	438,804
	AHS HOSP CORP 5.024% DUE 07-01-2045	198,527	163,781
	ALABAMA PWR CO 3.75% DUE 03-01-2045	695,754	459,790
	ALLSTATE CORP 5.55 DUE 05-09-2035 BEO	755,095	557,053

Retirement Plan for Employees of S.C. Johnson & Son, Inc.

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

EIN: 39-0379990 Plan Number 002

December 31, 2024

(a)	(b), (c)	(d)	(e)
Identity of Issue, Borrower, Lessor, or Similar Party and Description of Investment		Cost	Current Value
AMAZON COM INC 2.1% DUE 05-12-2031 BEO		\$ 1,206,128	\$ 1,195,653
AMAZON COM INC 4.05% 08-22-2047		604,616	384,668
AMAZON COM INC FIXED 3.875% DUE 08-22-2037		798,943	720,037
AMAZON COM INC NT 3.1% 05-12-2051		706,880	593,069
AMAZON.COM INC 3.45% 04-13-2029		3,882,223	3,845,558
AMEREN ILL CO FIXED 5.9% DUE 12-01-2052		49,846	51,320
AMERN WTR CAP CORP 4.3% DUE 09-01-2045		715,459	594,499
ANALOG DEVICES INC 2.8% DUE 10-01-2041/10-05-2021 BEO		128,995	92,076
ANALOG DEVICES INC 5.3% 04-01-2054		417,816	400,778
APPLE INC 1.65% DUE 02-08-2031		3,873,085	3,817,399
APPLE INC 2.65% DUE 05-11-2050 REG		635,443	617,162
APPLE INC 2.65% DUE 05-11-2050 REG		1,143,954	872,754
APPLE INC 2.9% DUE 09-12-2027		818,423	817,547
APPLE INC 3.45% DUE 02-09-2045		598,366	388,963
APPLE INC 3.85% DUE 05-04-2043		1,004,971	808,737
ASSN AMERN MED 2.667% DUE 10-01-2029		716,310	614,228
ATMOS ENERGY CORP 4.125% DUE 10-15-2044		274,483	224,101
ATMOS ENERGY CORP 5.0% 12-15-2054		158,861	144,601
ATMOS ENERGY CORP FIXED 4.3% DUE 10-01-2048		139,299	115,051
ATMOS ENERGY CORP SR NT 2.85% 02-15-2052		170,772	156,118
BALT GAS & ELEC CO 3.5% DUE 08-15-2046		194,821	141,147
BANK OF AMERICA CORP 2.299% 07-21-2032		961,037	809,216
BANK OF AMERICA CORPORATION 2.087% 06-14-2029		4,000,000	3,629,529
BANK OF AMERICA CORPORATION 2.676% DUE 06-19-2041/06-19-2020 REG		755,861	549,310
BANK OF AMERICA CORPORATION 3.97% 03-05-2029		877,768	775,835
BANK OF AMERICA CORPORATION 4.078% 04-23-2040		528,996	510,491
BANK OF AMERICA CORPORATION 4.33% 03-15-2050		364,640	258,221
BANK OF AMERICA CORPORATION 5.872% 09-15-2034		1,109,419	1,098,830
BAPTIST HEALTHCARE SYS KY TAXABLE BD SER2020B 3.54% 08-15-2050		702,182	458,628
BAYLOR SCOTT & 4.185% DUE 11-15-2045		159,622	133,297
BERKSHIRE HATHAWAY 4.3% DUE 05-15-2043		4,959	4,330
BERKSHIRE HATHAWAY FIN CORP 2.85% DUE 10-15-2050		664,377	430,638
BERKSHIRE HATHAWAY FINANCE CORP 3.85% 03-15-2052		282,679	272,784
BON SECOURS MERCY FIXED 3.464% DUE 06-01-2030		700,000	658,613
BP CAP MKTS AMER INC 3.0% DUE 02-24-2050		642,393	417,123
BP CAP MKTS AMER INC 4.812% DUE 02-13-2033		984,217	955,366
BP CAP MKTS AMER INC 4.893% 09-11-2033		574,989	556,360
BRISTOL MYERS FIXED 4.25% DUE 10-26-2049		1,253,050	1,019,729
BRISTOL MYERS SQUIBB CO 5.55% 02-22-2054		332,745	329,928
BRISTOL MYERS SQUIBB CO 5.875% 02-22-2064		119,490	115,760
BRISTOL-MYERS SQUIBB CO 3.7% 03-15-2052		283,766	207,760
BRISTOL-MYERS SQUIBB CO 5.2% 02-22-2034		1,428,238	1,398,668
BURL NORTH SANTA FIXED 4.7% DUE 09-01-2045		521,981	464,374
BURL NORTHN SANTA 5.75% DUE 05-01-2040		211,756	169,526
BURL NORTHN SANTA 6.15% DUE 05-01-2037		585,924	427,550
BURLINGTON NORTHERN SANTA FE LLC 4.15% 12-15-2048		318,244	216,781
BURLINGTON NORTHN SANTA FE LLC 5.2% 04-15-2054		420,610	405,563
CADENCE DESIGN SYS 4.7% 09-10-2034		423,794	412,407
CAROLINA PWR & LT 6.3% DUE 04-01-2038		380,242	366,966
CATERPILLAR FINL SERVICE 4.6% 11-15-2027		578,209	575,273
CENTERPOINT ENERGY HOUSTON ELEC LLC 4.25% 02-01-2049		159,029	129,263
CHUBB INA HOLDINGS 4.35% DUE 11-03-2045		748,125	639,657
CHURCH & DWIGHT CO INC SR NT 5% 06-15-2052		599,706	543,260
CIGNA CORP NEW CORP 4.8% 08-15-2038		631,900	453,434
CISCO SYS INC 5.3% 02-26-2054		298,794	291,832
CITIGROUP INC 1.462% DUE 06-09-2027 BEO		588,462	571,267
CITIGROUP INC 3.668% 07-24-2028		1,242,920	1,113,919
CITIGROUP INC 3.887% 01-10-2028		2,520,304	2,230,271
CITIGROUP INC 5.174% 02-13-2030		807,128	799,239
CITIGROUP INC 5.316% 09-26-2020 REG		904,493	645,545
CITIGROUP INC 5.449% 06-11-2035		480,000	476,149
CITIGROUP INC NT FXD/FLTG 5.050338% 01-25-2026		400,000	399,109
COCA COLA CO 5.3% 05-13-2054		258,492	251,228
COCA COLA CO 5.4% 05-13-2064		447,915	433,799
COCA-COLA CO 2.5% SNR 01/06/2040 USD2000		274,913	206,772
COCA-COLA CO/THE 5.2% 01-14-2055		497,740	475,481

Retirement Plan for Employees of S.C. Johnson & Son, Inc.

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

EIN: 39-0379990 Plan Number 002

December 31, 2024

(a)	(b), (c)	(d)	(e)
Identity of Issue, Borrower, Lessor, or Similar Party and Description of Investment		Cost	Current Value
COMCAST CORP NEW 2.65% DUE 02-01-2030		\$ 3,977,942	\$ 3,806,563
COMCAST CORP NEW 2.887% 11-01-2051	BEO	246,510	162,703
COMCAST CORP NEW 2.937% 11-01-2056		1,560,271	1,161,866
COMCAST CORP NEW 2.937% 11-01-2056		1,088,890	872,129
COMCAST CORP NEW 3.2% DUE 07-15-2036		118,765	113,106
COMCAST CORP NEW 4% DUE 03-01-2048		342,992	277,608
COMCAST CORP NEW 4.2% DUE 08-15-2034		85,783	77,796
COMCAST CORP NEW 4.4% DUE 08-15-2035		794,104	737,637
COMCAST CORP NEW 5.65% DUE 06-15-2035		375,563	367,575
COMCAST CORP NEW FIXED 3.999% DUE	11-01-2049	221,108	212,074
COMMONSPIRIT HLTH 3.347% DUE 10-01-2029		795,608	698,361
COMMONWEALTH EDISON CO 1ST MTG BD SER 113 3.8 DUE 10-01-2042		705,450	473,862
COMMONWEALTH EDISON CO 5.3%	02-01-2053	199,343	198,148
COMWLTH EDISON CO 3.65% DUE 06-15-2046		203,670	153,235
COMWLTH EDISON CO 3.7% DUE 03-01-2045		360,000	275,008
COMWLTH EDISON CO 4.35% DUE 11-15-2045		217,616	159,483
COMWLTH EDISON CO 6.45% DUE 01-15-2038		443,404	432,175
CONOCOPHILLIPS CO 4.15% DUE 11-15-2034		77,203	67,538
CONOCOPHILLIPS CO 5.55% 03-15-2054		577,254	559,622
CONOCOPHILLIPS COMPANY 5.5% 01-15-2055		345,499	332,892
CONS EDISON CO N Y 3.875% DUE 06-15-2047		315,012	305,289
CONSUMERS ENERGY 4.05% DUE 05-15-2048		232,582	187,281
CSX CORP 4.5%	11-15-2052	150,170	152,040
CSX CORP 4.75% DUE 05-30-2042		278,379	271,647
CSX CORP 4.9% 03-15-2055		557,106	537,697
DANAHER CORP 2.6% DUE 10-01-2050		256,542	229,426
DANAHER CORP SR NT 2.8% 12-10-2051		206,323	166,788
DEERE JOHN CAP CORP 4.4%	09-08-2031	781,144	775,597
DETROIT EDISON CO 6.35% DUE 10-15-2032		740,977	576,498
DISNEY WALT CO 2.75% DUE 09-01-2049		300,266	194,350
DISNEY WALT CO 3.8% DUE 03-22-2030		3,873,994	3,826,521
DISNEY WALT CO NEW	NT 7 DUE 03-01-2032 BEO	264,537	251,213
DISNEY WALT CO NEW 4.375% DUE 08-16-2041		179,425	142,571
DISNEY WALT CO SR NT 6.2% 12-15-2034		1,710,624	1,307,021
DUKE ENERGY 4.2% DUE 08-15-2045		696,451	567,635
DUKE ENERGY 5.3% DUE 02-15-2040		521,524	509,082
DUKE ENERGY 6.05% DUE 04-15-2038		793,396	741,519
DUKE ENERGY CAROLINAS LLC 5.4% DUE	01-15-2054	263,218	259,847
DUKE ENERGY FLA 4.2% DUE 07-15-2048		139,805	112,266
EASTERN GAS TRANSMISSION & STORAGE 4.6% SNR NTS 12-15-2044 USD1000		39,714	33,924
EASTN GAS TRANSM & FIXED 4.8% DUE	11-01-2043	265,464	205,630
ELI LILLY & CO 4.95% 02-27-2063		49,323	44,936
ELI LILLY AND COMPANY 5.0%	02-09-2054	286,152	275,887
ENTERGY AR LLC FIXED 3.35% DUE	06-15-2052	79,502	53,652
ENTERGY LA LLC 3.05% DUE 06-01-2031		489,048	432,046
ENTERGY LA LLC 4.95% DUE 01-15-2045		455,625	444,420
ENTERGY LOUISIANA LLC 4.2% 09-01-2048		65,837	51,701
ENTERGY TEX RESTORATION FDG II LLC 3.697% 12-15-2036		499,993	452,732
ENTERGY TEXAS INC 5.8%	09-01-2053	139,518	140,285
ENTERPRISE PRODS 5.1% DUE 02-15-2045		476,410	461,269
ENTERPRISE PRODS 7.55% DUE 04-15-2038		9,307	9,369
ENTERPRISE PRODS OPER LLC 5.55%	02-16-2055	179,393	173,446
EXXON MOBIL CORP 3.452% DUE 04-15-2051	REG	440,000	308,906
EXXON MOBIL CORP 4.114% DUE 03-01-2046		167,846	162,396
EXXON MOBIL CORP 4.227% DUE	03-19-2040	699,647	518,094
EXXON MOBIL CORP 4.227% DUE	03-19-2040	681,042	504,922
FLORIDA POWER & LIGHT COMPANY 5.1% DUE	04-01-2033	595,452	586,356
FLORIDA POWER AND LIGHT COMPANY 2.45%	02-03-2032	1,929,973	1,738,532
FLORIDA PWR & LT CO 1ST MTG BD 5%	08-01-2034	2,249,123	2,236,562
GEORGIA POWER CO 5.25% 03-15-2034		608,700	595,857
GILEAD SCIENCES 4.6% DUE 09-01-2035		747,488	707,312
GOLDMAN SACHS FIXED 3.5% DUE 04-01-2025		1,101,662	1,036,415
GOLDMAN SACHS GROUP INC 1.948% 10-21-2027		487,619	464,886
GOLDMAN SACHS GROUP INC 3.814% 04-23-2029		2,515,622	2,188,418
GOLDMAN SACHS GROUP INC 4.017%	10-31-2038	964,058	897,928
GOLDMAN SACHS GROUP INC 4.411%	04-23-2039	773,068	705,904

Retirement Plan for Employees of S.C. Johnson & Son, Inc.

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

EIN: 39-0379990 Plan Number 002

December 31, 2024

(a)	(b), (c)	(d)	(e)
Identity of Issue, Borrower, Lessor, or Similar Party and Description of Investment		Cost	Current Value
GUARDIAN LIFE INS 4.85% DUE 01-24-2077		\$ 826,422	\$ 627,764
HLTH CARE SVC CORP 3.2% DUE 06-01-2050		425,184	256,240
HOME DEPOT INC 1.5% 09-15-2028		2,924,618	2,897,053
HOME DEPOT INC 1.875% 09-15-2031		717,862	603,142
HOME DEPOT INC 3.35% DUE 04-15-2050 REG		333,040	321,226
HOME DEPOT INC 3.9% DUE 06-15-2047		205,723	195,721
HOME DEPOT INC 4.25% DUE 04-01-2046		163,099	108,524
HOME DEPOT INC 5.95% DUE 04-01-2041		993,938	709,082
HONEYWELL INTERNATIONAL INC 5.35% 03-01-2064		336,602	319,390
INTERCONTINENTAL 4.25% DUE 09-21-2048		336,288	324,908
INTERNATIONAL BUSINESS MACHS CORP 3.5% 05-15-2029 REG		3,893,449	3,847,943
INTERNATIONAL BUSINESS MACHS CORP 4.15% DUE 05-15-2039		646,939	559,418
INTUIT INC 5.5% 09-15-2053		79,338	78,458
INVESCO FIN PLC 5.375% DUE 11-30-2043		299,246	260,017
JOHNSON & JOHNSON 4.8% DUE 06-01-2029		635,388	630,972
JPMORGAN CHASE & CO 2.069% 06-01-2029		4,638,226	4,181,083
KANSAS CITY POWER & LIGHT CO 4.2% 03-15-2048		94,917	75,358
KENVUE INC 5.2% 03-22-2063		173,404	157,362
KLA CORP 3.3% 03-01-2050		62,770	61,574
KLA CORP 4.95% 07-15-2052		265,545	243,944
KLA CORP 4.95% 07-15-2052		396,336	364,095
KLA-TENCOR CORP FIXED 4.1% 03-15-2029		476,658	409,890
LILLY ELI & CO FIXED 3.375% 03-15-2029 REG		438,276	380,876
LOCKHEED MARTIN CORP 4.8% 08-15-2034		593,700	582,459
LOCKHEED MARTIN CORP 5.7% DUE 11-15-2054		396,720	407,667
MEMORIAL SLOAN-KETTERING CANCER CTR TAXABLE BD SER 2012A 4.125 7-1-52		177,986	117,518
MERCK & CO INC 2.9% DUE 12-10-2061		373,943	215,482
MERCK & CO INC 2.75% DUE 12-10-2051 BEO		159,610	97,143
MERCK & CO INC NEW 5.0% 05-17-2053		571,014	546,899
META PLATFORMS INC 5.4% 08-15-2054		500,465	484,517
META PLATFORMS INC 5.4% 08-15-2054		476,401	460,291
META PLATFORMS INC 5.55% 08-15-2064		398,272	391,607
META PLATFORMS INC 5.6% DUE 05-15-2053		219,391	220,380
META PLATFORMS INC FIXED 4.45% DUE 08-15-2052		151,168	151,962
METLIFE INC 4.55% DUE 03-23-2030		4,086,144	3,811,550
METLIFE INC 5.0% 07-15-2052		194,667	176,762
METLIFE INC 6.375% DUE 06-15-2034		1,016,764	753,501
MICROSOFT CORP 2.921% 03-17-2052 USD		932,701	662,895
MICROSOFT CORP 3.95% DUE 08-08-2056		983,024	641,766
MICROSOFT CORP SR NT 2.5% 09-15-2050		355,390	327,289
MIDAMERICAN ENERGY 5.15% DUE 11-15-2043		1,481,634	1,044,906
MIDAMERICAN ENERGY 6.125% DUE 04-01-2036		134,659	131,568
MIDMICHIGAN HEALTH 3.409% DUE 06-01-2050		125,000	87,086
MORGAN STANLEY 1.794% 02-13-2032		734,811	628,202
MORGAN STANLEY 2.943% DUE 01-21-2033		323,788	342,983
MORGAN STANLEY 3.772% 01-24-2029		461,106	457,891
MORGAN STANLEY 3.971% 07-22-2038		696,723	540,271
MORGAN STANLEY 5.25% 04-21-2034		360,000	354,366
MORGAN STANLEY 5.424% 07-21-2034		528,185	516,500
MORGAN STANLEY 5.466% 01-18-2035		210,000	208,848
MORGAN STANLEY 5.831% 04-19-2035		210,000	214,382
MORGAN STANLEY FIXED 1.593% DUE 05-04-2027		691,376	671,014
MORGAN STANLEY FIXED 5.516% 11-19-2055		161,662	154,534
MORGAN STANLEY VAR RT 07-22-2028		3,213,577	2,796,233
N MISS MED CENTR INC / CLAY CNTY TAXABLREVB BD SER 2021 3.183% 10-01-2051		700,000	444,617
N SHORE LONG IS 6.15% DUE 11-01-2043		255,305	211,100
NARRAGANSETT ELEC 5.638% DUE 03-15-2040		215,000	211,153
NATL RURAL UTILS 8% DUE 03-01-2032		749,695	581,620
NBCUNIVERSAL MEDIA 4.45% DUE 01-15-2043		420,065	364,882
NESTLE HLDGS INC 4% DUE 09-24-2048		287,469	278,728
NEVADA PWR CO GEN & REF NT 5.9% 05-01-2053		188,902	190,900
NEW YORK & 4.024% DUE 08-01-2045		536,482	392,667
NEW YORK LIFE INS 6.75% DUE 11-15-2039		745,665	554,524
NEXTERA ENERGY CAP HLDGS INC 2.44% 01-15-2032		552,487	542,114
NORTHN STS PWR CO 3.4 DUE 08-15-2042		251,764	167,197
NORTHWELL 3.979% DUE 11-01-2046		67,739	57,314

Retirement Plan for Employees of S.C. Johnson & Son, Inc.

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

EIN: 39-0379990 Plan Number 002

December 31, 2024

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Identity of Issue, Borrower, Lessor, or Similar Party and Description of Investment		Cost	Current Value
NORTHWELL HEALTHCARE INC 4.26% 11-01-2047		\$ 65,000	\$ 52,022
NUCOR CORP NT 3.85% 04-01-2052		128,785	96,355
NUCOR CORP NT 3.85% 04-01-2052		346,728	259,416
PAC LIFE INS CO 4.3% 10-24-2067		184,845	145,451
PACIFIC LIFECORP SR NT 144A 5.4% 09-15-2052		144,785	136,195
PACIFICORP 6% DUE 01-15-2039		792,526	714,289
PACIFICORP 6.1% DUE 08-01-2036		186,203	171,482
PECO ENERGY CO FIXED 3.9% DUE 03-01-2048		240,868	194,166
PENN ST HEALTH 3.806% 11-01-2049		664,494	426,760
PEPSICO INC 2.875% DUE 10-15-2049		540,936	523,074
PEPSICO INC 4.45% 05-15-2028		2,927,630	2,901,732
PFIZER INVESTMENT ENTER 4.75% 05-19-2033		1,729,368	1,694,963
PFIZER INVESTMENT ENTER 5.3% 05-19-2053		319,523	300,096
PFIZER INVESTMENT ENTER 5.34% 05-19-2063		609,026	588,443
PG&E RECOVERY FDG 5.536% DUE 07-15-2049		259,970	259,072
PG&E RECOVERY FDG LLC SR SECD NT CL A-3 2.822% 07-15-2048		316,523	221,081
PG&E WILDFIRE 4.674% DUE 12-01-2053		369,987	328,982
PG&E WILDFIRE RECOVERY FDG LLC SR SECD RECOVERY BD SER 5.099% 06-01-2054		239,977	226,953
PHILIP MORRIS INTERNATIONAL INC 3.875 BDS DUE 08-21-2042 USD1000		474,489	344,380
PHILIP MORRIS INTL 6.375% DUE 05-16-2038		421,085	386,709
PHILIP MORRIS INTL INC 5.375% 02-15-2033		509,190	501,087
PIEDMONT FIXED 2.719% DUE 01-01-2042		800,000	550,474
PNC FINL SVCS FLTG RT 5.582% DUE 06-12-2029		868,947	864,762
PRECISION 3.9% DUE 01-15-2043		265,619	257,664
PRECISION 4.375% DUE 06-15-2045		191,829	145,009
PROLOGIS L P 5.25% 03-15-2054		196,440	186,840
PROLOGIS L P 5.25% 06-15-2053		349,398	327,133
PRUDENTIAL FINL INC MEDIUM TERM NTS BOOKTRANCHE # TR 00015 5.7 DUE 121436		682,029	631,545
PUBLIC STORAGE 5.35% 08-01-2053		299,196	285,660
PUBLIC STORAGE 5.35% 08-01-2053		119,678	114,264
PUBLIC SVC ELEC GAS CO SECD MEDIUM TERM NTS 3.8 01-01-2043		298,089	237,404
PVTPL AMERICAN TRANSMISSION SYSTEMS 2.65% 01-15-2032		229,365	195,020
PVTPL CAMERON LNG LLC 144A 3.701% 01-15-2039		75,000	60,474
PVTPL CNO GLOBAL FUNDING 4.95% 09-09-2029		599,682	594,495
PVTPL COREBRIDGE GLOB FUNDING 5.2% 06-24-2029		524,087	527,781
PVTPL EAST OHIO GAS CO 3.0% DUE 06-15-2050		113,362	70,518
PVTPL FID INVS DEB 144A 7.57 DUE 06-15-2029 BEO		976,625	810,638
PVTPL HYUNDAI CAP AMER 1.3% 01-08-2026		368,672	366,635
PVTPL JACKSON NATIONAL LIFE GLOBAL FUNDING NEW ISSUE 3YR 3YR 1.75% 01-12-2025		349,941	349,709
PVTPL KANSAS GAS & ELECTRIC COMPANY 1ST MTG BD 4.3 DUE 07-15-2044		209,469	167,049
PVTPL MASS MUTUAL LIFE INS CO SURPLUS NT 4.9% DUE 04-01-2077		207,500	125,384
PVTPL MASSACHUSETTS MUT LIFE INS CO CORP 2.875% 10-15-2070		335,552	219,885
PVTPL METROPOLITAN LIFE GLOBAL FDG 1.875% 01-11-2027		609,305	577,581
PVTPL NATIONWIDE MUT INS CO SURPLUS NT 144A 9.375% DUE 08-15-2039 REG		743,275	637,287
PVTPL NESTLE CAPITAL CORPORATION 5.1% 03-12-2054		149,520	141,474
PVTPL NEW YORK LIFE INS CO 3.75% DUE 05-15-2050		270,791	233,005
PVTPL NORTHWESTERN MUT GLOBAL FDG 1.75% DUE 01-11-2027 BEO		999,190	944,967
PVTPL NORTHWESTERN MUT LIFE INS CO SURPLUS 3.85% 09-30-2047		364,032	277,602
PVTPL ROCHE HLDGS INC 5.21% DUE 03-08-2054 BEO		388,793	358,778
PVTPL ROCHE HOLDINGS INC 1.93% DUE 12-13-2028 BEO		550,000	495,062
PVTPLNORTHERN NATURAL GAS CO 5.625% 02-01-2054		39,994	38,373
QUALCOMM INC 4.5% 05-20-2052		185,860	159,542
REALTY INCOME CORP 5.975% 09-01-2054		78,699	76,062
REALTY INCOME CORP FIXED 5.625% DUE 10-13-2032		549,335	562,088
ROCKWELL AUTOMATION INC 2.8% DUE 08-15-2061 BEO		399,044	224,556
S&P GLOBAL INC 3.7% 03-01-2052		371,873	355,126
S.E. AK REGL HLTH 3.235% DUE 07-01-2051		500,000	296,656
SAN DIEGO GAS & ELEC CO 5.55% 04-15-2054		386,038	378,571
SAN DIEGO GAS & ELECTRIC CO 4.1% 06-15-2049		468,857	325,540
SCE RECOVERY FDG LLC 5.112% 12-15-2047		59,994	56,548
SHELL FIN US INC 4.375% 05-11-2045		215,998	209,276
SHELL FIN US INC NT 4.125% 05-11-2035		863,430	825,865
SHELL FIN US INC NT 4.55% 08-12-2043		269,528	218,670
SHELL INTL FIN B V 6.375% DUE 12-15-2038		579,377	560,708
SIERRA PAC PWR CO 5.9% 03-15-2054		248,283	250,441
SOUTHERN CALIF EDISON CO 4.125% 03-01-2048		295,924	229,916

Retirement Plan for Employees of S.C. Johnson & Son, Inc.

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

EIN: 39-0379990 Plan Number 002

December 31, 2024

(a)	(b), (c) Identity of Issue, Borrower, Lessor, or Similar Party and Description of Investment	(d) Cost	(e) Current Value
	SOUTHERN CALIF EDISON CO 4.65 DUE 10-01-2043	\$ 44,585	\$ 39,041
	SOUTHERN CALIF GAS CO 5.75% 06-01-2053	194,106	199,016
	SOUTH CAL EDISON 4% DUE 04-01-2047	286,110	258,104
	SOUTH CAL EDISON 4.05% DUE 03-15-2042	61,292	52,613
	SOUTH CAL EDISON 5.55% DUE 01-15-2037	235,459	218,527
	SOUTH CAL EDISON 5.95% DUE 02-01-2038	144,826	117,795
	SOUTH CAL EDISON 6.05% DUE 03-15-2039	430,595	387,992
	SOUTH CAL GAS CO FIXED 6.35% DUE 11-15-2052	214,198	231,522
	SOUTHWESTN PUB SVC 3.4% DUE 08-15-2046	207,653	142,988
	SUTTER HEALTH 4.091% DUE 08-15-2048	238,980	201,394
	TEACHERS INS & 4.27% DUE 05-15-2047	294,056	236,399
	TEACHERS INS & 6.85% DUE 12-16-2039	42,975	44,378
	TEXAS HEALTH RES 4.33% DUE 11-15-2055	156,349	126,848
	TEXAS INSTRS INC 5.15% 02-08-2054	158,720	150,101
	TEXAS INSTRUMENTS INC 5.05% DUE 05-18-2063	471,456	442,318
	THERMO FISHER SCIENTIFIC INC 5.2% 01-31-2034	319,507	321,030
	TOYOTA MOTOR CREDIT CORP 5.55% 11-20-2030	934,839	927,281
	TOYOTA MTR CR CORP 1.9% DUE 04-06-2028	301,278	274,356
	TRAVELERS COS INC 3.75% DUE 05-15-2046	496,520	382,980
	TRUIST FINL CORP SR MED TERM NTS 5.122% 01-26-2034	120,000	116,628
	TRUSTEES BOSTON COLLEGE 3.129% DUE 07-01-2052	120,000	81,418
	UN ELEC CO SR SECD NT 5.5 DUE 03-15-2034 BEO	770,634	596,911
	UNION ELEC CO 4.0% DUE 04-01-2048	343,506	268,273
	UNION ELEC CO 5.45% 03-15-2053	269,444	258,856
	UNION ELECTRIC COMPANY 5.25% 01-15-2054	238,241	224,114
	UNION PAC CORP 3.5% 02-14-2053	468,938	331,700
	UNION PAC CORP FIXED 2.95% 03-10-2052	749,850	474,431
	UNITED AIRLINES INC 5.45% 08-15-2038	310,000	310,057
	UNITED PARCEL SVC INC 5.6% 05-22-2064	218,574	213,650
	UNITEDHEALTH GROUP 3.5% DUE 08-15-2039	908,089	672,522
	UNITEDHEALTH GROUP 3.75% 10-15-2047	997,386	652,953
	UNITEDHEALTH GROUP 3.75% 10-15-2047	227,875	171,633
	UNITEDHEALTH GROUP 5.8% DUE 03-15-2036	179,783	154,797
	UNITEDHEALTH GROUP 6.05% DUE 02-15-2063	316,224	327,190
	UNITEDHEALTH GROUP 6.625% DUE 11-15-2037	671,988	687,788
	UNITEDHEALTH GROUP INC 2.75% DUE 05-15-2040/05-18-2020 REG	174,751	127,363
	UNITEDHEALTH GROUP INC 4.95% 01-15-2032	1,102,497	1,086,292
	UNITEDHEALTH GROUP INC 5.05% 04-15-2053	371,520	360,772
	UNIVERSITY SOUTH CALIF 4.976% 10-01-2053	230,000	215,281
	UTD PARCEL SVC INC 6.2% DUE 01-15-2038	752,405	535,317
	VERIZON 4.812% DUE 03-15-2039	827,033	761,552
	VIRGINIA ELEC & PWR CO 5.0% 04-01-2033	597,942	587,337
	VIRGINIA ELEC & PWR CO 5.55% 08-15-2054	29,870	29,043
	W VA UNIV HLTH SYS 3.129% DUE 06-01-2050	35,000	22,266
	WALMART INC 4.5% DUE 04-15-2053	822,525	766,960
	WALMART INC 4.5% DUE 04-15-2053	545,358	522,927
	WALT DISNEY CO. 2.75% GTD SNR 01/09/49 USD	216,052	140,607
	WELLS FARGO & CO 2.879% 10-30-2030	1,372,802	1,177,651
	WELLS FARGO & CO 4.611% 04-25-2053	281,709	251,223
	WELLS FARGO & CO 5.606% DUE 01-15-2044	1,153,271	1,026,711
	WELLS FARGO & CO MEDIUM TERM 5.013% 04-04-2051	671,737	648,913
	WELLS FARGO & CO NEW MEDIUM TERM SR NTS 3.55% DUE 09-29-2025	438,901	406,755
	WELLS FARGO & COMPANY 3.584% 05-22-2028	2,628,484	2,301,692
	WELLS FARGO & COMPANY 4.54% 08-15-2026	649,890	648,697
	WESTERN & SOUTHN LIFE INS CO SURPLUS NT 144A 3.75% 04-28-2061	44,787	30,073
	WYETH 6% DUE 02-15-2036	1,097,509	1,053,561
	XILINX INC 2.375% 06-01-2030	407,624	352,500
	Total corporate bonds and notes	241,722,282	216,504,276
Asset-Backed Securities			
	FEDERAL HOME LOAN MORTGAGE CORP 3% 05-01-2052	4,004,456	4,003,128
	FNMA POOL # RB-5027 3.0% 01-01-2040	2,136,074	1,856,280
	FNMA POOL #AM9517 3.61% 08-01-2030 BEO	169,313	150,650
	FNMA POOL #AN6149 3.14% 07-01-2032 BEO	230,913	217,600

Retirement Plan for Employees of S.C. Johnson & Son, Inc.

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

EIN: 39-0379990 Plan Number 002

December 31, 2024

(a)	(b), (c) Identity of Issue, Borrower, Lessor, or Similar Party and Description of Investment	(d) Cost	(e) Current Value
	FNMA POOL #AN8104 3.14% DUE 01-01-2033 BEO	\$ 376,375	\$ 352,813
	FNMA POOL #AN9067 3.51% 05-01-2033 BEO	198,821	186,027
	FNMA POOL #FM9071 3.0% 10-01-2040	2,571,765	2,217,012
	FNMA POOL #FM9285 3% 09-01-2040 BEO	2,988,259	2,595,452
	FNMA POOL #MA4783 4% 10-01-2052 BEO	4,749,475	4,756,103
	I/O FNMA POOL #AN6241 3.46% 09-01-2037 BEO	153,719	138,606
	I/O FNMA POOL #AN6573 3.2% 09-01-2032	108,244	102,397
	I/O FNMA POOL #AN6653 3.08% 10-01-2032	182,645	173,070
	I/O FNMA POOL #BL9284 2.225% DUE 12-01-2050 BEO	1	1
	FEDERAL HOME LN MTG CORP TRANCHE SER K156 CL A3 VAR RT 07-25-2036	650,595	595,407
	BANK 2017-BNK8 3.488% DUE 11-15-2050	360,487	328,732
	CMO BANK SER 20-BNK29 CL A4 2.062% DUE 11-15-2053 REG	395,625	328,787
	CMO CITIGROUP COML MTG TR SER 18-C6 CL A4 0.0% 11-01-2028	586,113	478,637
	CSAIL 2016-C7 COML 3.502% DUE 11-15-2049	276,445	289,518
	HOME PARTNERS AMER 2021-3 TR 2.2% 01-17-2041	601,093	559,475
	JPMCC COML MTG 3.48979997635% DUE 07-15-2050	549,805	475,871
	JPMDB COML MTG 3.1439% DUE 06-15-2049	325,459	339,436
	MORGAN STANLEY CAP 3.809% DUE 12-15-2048	241,270	246,455
	TRICON AMERN HOMES 2020-SFR2 TR 1.482% 11-17-2039	984	1,020
	AMUR EQUIP FIN 1.64% DUE 10-20-2027	72,147	71,670
	FLAGSHIP CR AUTO 1.79% DUE 10-15-2026	6,483	6,475
	GM FINL REVOLVING 5.12% DUE 04-11-2035	349,938	354,038
	HERTZ VEH FING III 1.99% DUE 06-25-2026	499,911	496,150
	MMAF EQUIP FIN LLC 5.54% DUE 12-13-2029	549,888	558,987
	NAVIENT PVT ED REFI LN TR 2021-E PVT ED LN BACKED NT CL A .97% 12-16-2069	396,882	395,991
	PFS FING CORP 4.75% DUE 08-15-2029	399,959	399,031
	PVTPL FIRSTKEY HOMES 2022-SFR1 TR FKH 2022-SFR1 A 4.145% DUE 05-19-2039 BEO	396,036	388,050
	PVTPL FIRSTKEY HOMES TRUST SR 22-SFR3 CL A 4.25% 07-17-2038	349,946	368,850
	PVTPL MILL CITY MTG LN TR 2018-3 SR 18-3CL A-1 VAR RT 08-25-2058	113,618	112,564
	PVTPL SCFET SR 22-1A CL A3 2.92% 07-20-2029	576,099	572,757
	SYNCHRONY CARD 5.04% DUE 03-15-2030	490,153	488,593
	CHASE HOME LENDING 3.25% DUE 09-25-2063	282,958	303,297
	CIM TR 2023-R2 FLTG RT 5.5% DUE 08-25-2064	311,288	313,421
	CMO TOWD PT MTG TR 2022-3 NT CL A1 144A DUE 08-01-2062 BEO	448,040	436,101
	MORGAN STANLEY RESDNTL MTG LN TR 5.5% 09-25-2054	14,744	15,519
	NEW RESDNTL MTG LN FLTG RT 3.079% DUE 03-27-2062	462,208	487,817
	PVTPL CHASE HOME LENDING MTG TR SER 23-RPL1 CL A1 VAR RT 06-25-2062	290,715	293,485
	PVTPL CMO CHASE HOME LENDING MTG TR 2023-RPL2 SER RPL2 CL A1 FLTG 03-25-2063	295,236	306,361
	PVTPL CMO TOWD POINT MORTGAGE TRUST 3.75% DUE 01-25-2063 BEO	220,929	218,693
	TOWD PT MTG TR 2024-3 AST BACKED SECS CLA1A 144A 5.10942% 07-25-2065	294,990	292,730
	TOWD PT MTG TR FLTG RT 3.75% DUE 07-01-2062	462,377	448,328
	Total asset-backed securities	29,142,479	27,721,387
	Venture Capital Limited Partnership Interest		
	POMONA CAPITAL VI, LP	3,672,725	50,754
	Registered Investment Companies		
*	MFO VANGUARD INSTL INDEX FD SH BEN INT	158,004	157,181
	Benefit Disbursement Contracts		
	GAC EQUITABLE 6640 DEFINED CONTRIBUTION INVESTMENT CONTRACT	127,406	127,406
	Municipal Obligations		
	COLLEGE PARK GA REV 5.965% 01-01-2031 BEO TAXABLE	636,756	557,211
	COLORADO BRDG ENTERPRISE REV 2.543% 12-31-2032 BEO TAXABLE	510,375	438,973
	COLORADO HSG & FIN AUTH 6.25% 11-01-2053 BEO TAXABLE	532,782	536,327
	COLORADO HSG & FIN AUTH 6.5% 11-01-2053 BEO TAXABLE	520,577	531,358
	DALLAS FT WORTH TEX INTL ARPT REV 4.087% 11-01-2051	60,000	49,693
	FOND DU LAC CNTY WIS REV 2.778% 11-01-2032 BEO TAXABLE	750,000	625,919
	KANSAS ST DEV FIN AUTH REV 4.927% 04-15-2045 BEO TAXABLE	335,157	283,139
	MISSOURI ST HEALTH & EDL FACS AUTH EDL FACS REV 4.2% 10-01-2049 BEO TAXABLE	130,000	104,947
	PORT AUTH N Y & N J 4.81% 10-15-2065 BEOTAXABLE	50,000	44,892
	RUTGERS ST UNIV N J 3.27% DUE 05-01-2043 REG	50,000	39,319
	SAN FRANCISCO CA CITY & CNTY ARPTS FIXED 4.371% 09-01-2049 TAXABLE	355,000	294,438
	SAN FRANCISCO CALIF CY & CNTY PUB UTILS COMMN WTR REV 6 11-01-2040 BEO TAXABLE	149,246	153,310

Retirement Plan for Employees of S.C. Johnson & Son, Inc.

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

EIN: 39-0379990 Plan Number 002

December 31, 2024

(a)	(b), (c)	(d)	(e)
Identity of Issue, Borrower, Lessor, or Similar Party and Description of Investment		Cost	Current Value
SAN FRANCISCO CALIF CY & CNTY PUB UTILS COMMN WTR REV 6.95 11-01-2050 BEOTAXABLE		\$ 139,394	\$ 110,697
SOUTH CAROLINA ST HSG FIN & DEV AUTH MTGREV 4% 07-01-2037 BEO TAXABLE		103,773	97,715
TX NAT GAS SECURITIZATION FIN CORP 5.169% 04-01-2041		<u>190,000</u>	<u>187,109</u>
Total municipal obligations		<u>4,513,060</u>	<u>4,055,049</u>
		<u>\$ 438,187,114</u>	<u>\$ 402,842,643</u>

* A party in interest as defined by ERISA

Retirement Plan for Employees of S.C. Johnson & Son, Inc.

Schedule H, Line 4(j) - Schedule of Reportable Transactions

EIN: 39-0379990 Plan Number: 002

Year Ended December 31, 2024

(a) Identity of Party	(b) Description of Asset	(c) Purchase Price	(d) Selling Price	(e) Lease Rental	(f) Expenses	(g) Cost	(h) Current Value	(i) Net Gain/ (Loss)
Category 1 - Single Transactions								
Exceeds 5% of value								
*	Purchases:	NT COLLECTIVE GOVT SHORT TERM INVT FD	\$ 25,017,572	\$ -	\$ -	\$ -	\$ 25,017,572	\$ -
		NT COLLECTIVE GOVT SHORT TERM INVT FD	29,988,000	-	-	-	29,988,000	-
		NT COLLECTIVE SHORT TERM INVT FD	31,018,418	-	-	-	31,018,418	-
*	Sales	NT COLLECTIVE GOVT SHORT TERM INVT FD	-	36,456,400	-	-	36,456,400	-
		NT COLLECTIVE SHORT TERM INVT FD	-	30,045,549	-	-	30,045,549	-
		MFO VANGUARD INSTL INDEX FD SH BEN	-	25,017,562	-	-	12,026,695	25,017,572
								12,990,877

Retirement Plan for Employees of S.C. Johnson & Son, Inc.

Schedule H, Line 4(j) - Schedule of Reportable Transactions

EIN: 39-0379990 Plan Number: 002

Year Ended December 31, 2024

(a) Identity of Party	(b) Description of Asset	(c) Purchase Price	(d) Selling Price	(e) Lease Rental	(f) Expenses	(g) Cost	(h) Current Value	(i) Net Gain/ (Loss)
Category 3 - Series Transactions								
Exceeds 5% of value								
*	Purchases:	MFO VANGUARD INSTL INDEX FD SH BEN INT 4 purchases	\$ 229,777	\$ -	\$ -	\$ -	\$ 229,777	\$ 229,777
		NT COLLECTIVE GOVT SHORT TERM INVT FD 316 purchases	245,488,905	-	-	-	245,488,905	245,488,905
		NT COLLECTIVE SHORT TERM INVT FD 243 purchases	98,898,143	-	-	-	98,898,143	98,898,143
		UNITED STATES TREAS NTS T-NOTE 4.375% 11 -30-2028 6 purchases	11,685,619	-	-	-	11,685,619	11,685,619
*	Sales:	JPMCB CORE BOND FD 5 sales	-	22,489,510	-	-	18,335,751	22,489,510
		MFO VANGUARD INSTL INDEX FD SH BEN INT 2 sales	-	30,017,572	-	-	14,784,171	30,017,572
		NT COLLECTIVE GOVT SHORT TERM INVT FD 129 purchases	-	173,709,847	-	-	173,709,847	173,709,847
		NT COLLECTIVE SHORT TERM INVT FD 221 sales	-	94,618,039	-	-	94,618,039	94,618,039
		UNITED STATES TREAS NTS T-NOTE 4.375% 11 -30-2028 3 sales	-	11,615,759	-	-	11,685,619	11,615,759

*A party in interest as defined by ERISA.

There were no plan transactions or series transactions during 2024 that are classified as Category 2 or Category 4.

SCHEDULE SB ATTACHMENTS

Schedule SB, Part V Summary of Plan Provisions

Plan Provisions

The effective date was April 1, 1963.

The most recent amendment reflected in the following plan provisions was effective December 31, 2008.

Plan provisions may not be the same for the Accounting and Funding valuations.

Covered Employees

Employees hired prior to October 1, 2003 become a participant upon completion of a year of eligibility service (retroactive to the first day of such year of eligibility service). An employee is credited with a year of eligibility service if he completes 1,000 hours of service in a 12 consecutive month period.

Definitions

Plan year

January 1 to December 31

Service

Last continuous period of employment with the company, subsidiary or affiliate (includes Johnson Wax Associates, Inc. (JWA) and any JWA affiliate or subsidiary).

Points

Points shall mean the points credited to each employee who retires based on service prior to January 1, 1975. Each employee shall be credited with points at the time of his retirement, up to a maximum of 100 points, as follows:

- 1.) One point for each year of his attained age up to a maximum of 65
- 2.) 2) 1/12 of a point for each month of service

Base pay

Employee's basic rate of compensation excluding overtime and other forms of premium payment, profit sharing payments, and any other forms of additional compensation. Sales bonuses will be included in base pay after July 1, 1984.

Final average pay

Average monthly base pay of any five consecutive years in which the largest amount of base pay was received during the last 12 years prior to employee's normal retirement date or termination of employment, if earlier.

Primary Social Security benefit

The benefit to which the employee is entitled under the terms of the Social Security Act as in effect at the time of his separation

Plan Name: Retirement Plan for Employees of S.C. Johnson & Son, Inc.
EIN / PN: 39-0379990/002
Plan Sponsor: S.C. Johnson & Son, Inc.
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

from service, whether or not the employee actually applies for and receives such benefit at the time it first becomes payable.

Early retirement income supplement

An employee who retires after attaining age 60 and completing 30 years of service shall be entitled to a retirement income supplement. The monthly amount of the supplement on a life annuity basis shall be equal to the difference, if any, between 70% of the employee's final average pay, such 70% not to exceed \$900, and the sum of the following amounts:

- a) The monthly amount of retirement income payable from this Plan under the normal form, regardless of whether benefits are actually paid in that form;
- b) The monthly amount of retirement income from the retirement account in the S. C. Johnson & Son, Inc. Employees Deferred Profit Sharing and Savings Plan payable in the form of a cash refund life annuity, regardless of whether benefits are actually paid to the employee in that form; and
- c) The monthly amount of the Primary Social Security Benefit, if any, to which the employee is entitled at the date of his retirement.

The supplement, except as provided below, shall cease upon the employee's death. In the case of an employee not Eligible to receive Social Security benefits at retirement, the supplement shall cease when he becomes eligible to receive a Primary Social Security Benefit; provided, however, that if the supplement is in excess of the Primary Social Security Benefit (determined as of the employee's retirement date), the excess shall continue to be paid to the retired employee.

Minimum under prior plan

There are certain minimum benefits in the plan that are related to the prior plan that was in existence before April 1, 1963. These minimums have not been outlined in the above summary.

Plan Name: Retirement Plan for Employees of S.C. Johnson & Son, Inc.
EIN / PN: 39-0379990/002
Plan Sponsor: S.C. Johnson & Son, Inc.
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Eligibility for Benefits

Amounts of Benefits – Cash Balance Formula

Normal retirement	Age 65
Early retirement	Age 50 with 10 years of service
Vested termination	3 years of service
Death benefits	3 years of service

The cash balance accounts equal to the sum of a), b), and c) below:

- a) **Initial Balance – The initial balance was determined for each participant as of January 1, 1998 as the sum of two items.** First, the present value of the participant's single life annuity determined under the Grandfather Benefit (final average pay) formula, commencing at age 62. Second, an additional amount equal to the participant's years of service as of December 31, 1997 (maximum of 20 years) multiplied by the participant's December 31, 1997 annualized rate of base pay multiplied by a percentage based on the participant's age as of December 31, 1997. The percentages range from 1.0% for ages 25 and less, to 3.5% for ages 50 and older.
- b) **Annual Service Credits – At each December 31** prior to January 1, 2009, a participant's cash balance account will be credited with an amount equal to 5% of the participant's pay up to the Social Security Wage Base for that year, plus 10% of the participant's pay in excess of the Social Security Wage Base.
- c) **Annual Earnings Credits – At each December 31**, a participant's cash balance account will be credited with earnings equal to the annual rate of 10 Year Treasury Constant Maturities determined for the month of October immediately preceding the plan year. In no event will the Annual Earnings Credit rate for a plan year be greater than a market rate of return within the meaning of Section 701 of the Pension Protection Act of 2006.

Pay used in determining the annual service credits is defined to be the sum of the following amounts: basic compensation, sales bonuses, shift differential, overtime, and nondeferred bonuses under the Discretionary Bonus Objective Plan.

A Lump Sum Option (single sum payment) is available to anyone terminating after January 1, 1998. The following actuarial equivalent basis will be used for purposes of determining the lump sum cash equivalent of an annuity and for purposes of determining the monthly amount of an immediate single life annuity equivalent of a participant's Cash Balance Account.

Plan Name: Retirement Plan for Employees of S.C. Johnson & Son, Inc.
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Plan Sponsor: S.C. Johnson & Son, Inc.
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Amount of Benefits – Old Plan Grandfather Formula

The plan provisions described below are only applicable to employees who were actively employed on any date between January 1, 1998 and June 1, 1998. These employees will receive the greater of the cash balance benefit or the old plan benefit described below for terminations or retirements until May 31, 2008. The old plan benefit will be frozen after December 31, 2008 but will continue to serve as a minimum benefit for eligible participants.

Normal retirement

- 1) For service prior to January 1, 1975, the amount of monthly retirement income shall be the greater of:
 - (a) 0.8% of final average pay for each such year of service; or
 - (b) 25% of final average pay reduced by 2% for each point that total points are less than 100, multiplied by the ratio of service prior to January 1, 1975 to total years of service.
- 2) For service after December 31, 1974, the monthly benefit shall be 1-3/4% of final average pay for each such year of service reduced by 1-2/3 % of the employee's Primary Social Security Benefit for each such year of service up to 30 years. Social Security is the amount commencing at age 62, or if retirement occurs after age 62, the Social Security benefit is the amount commencing at the later age.

Early retirement

- 1) For service prior to January 1, 1975, the amount of monthly retirement income shall be the greater of:

Normal retirement benefit computed above based on years of service and final average pay to early retirement date; reduced by 4% per year for each year and fractional year that early retirement date precedes age 62. The amount under (2) above shall not be less than the benefit would be if it were determined based on potential service at 65, level pay to age 65, and the Social Security benefit at age 65, multiplied by the ratio of actual service at retirement since December 31, 1974 to potential service at age 65 since December 31, 1974.

Plan Name: Retirement Plan for Employees of S.C. Johnson & Son, Inc.
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Plan Sponsor: S.C. Johnson & Son, Inc.
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SCHEDULE SB ATTACHMENTS

Cost of living adjustment The monthly retirement benefit will be adjusted annually beginning January 15, 1971, based on the latest Consumer Price Index subject to the following limitations:

- 1) The adjustment will apply only to the first \$500 of the monthly retirement benefit.
- 2) The increase or decrease will be limited to a maximum of 3% per year. If the Consumer Price Index changes more than 3% in one year, however, the excess can be carried forward and applied in succeeding years.
- 3) The benefit will never be reduced below the original amount which is paid at the time of retirement.

Vested termination An employee with five or more years of covered service who terminated prior to his early retirement date shall be entitled to receive a vested retirement benefit. The monthly amount shall be determined in the same manner as the early retirement benefit for anyone terminating with 10 or more years of service. Anyone with less than 10 years of service at-termination will have actuarial equivalence reductions applied for early commencement.

Surviving spouse Surviving spouse benefit payable for life to surviving spouse equal to benefit spouse would have been entitled to receive if the deceased employee had retired on the day preceding the date of death, and had elected a joint and survivor annuity option under which 2/3 of the monthly benefit payable to the employee would be payable to the joint annuitant. Benefit will not be payable before employee would have attained age 50.

Such benefit may also be paid under the Social Security Adjustment Option.

Surviving covered dependent Surviving covered dependent benefit payable for life to surviving covered dependent equal to 40% of the benefit the employee would have been entitled to receive on the day preceding the date of death. Payments shall be divided equally among each covered dependent until such person ceases to qualify as a covered dependent.

Normal form of annuity **No spouse** – Five-year certain and life.

With spouse – Joint and survivor annuity actuarially equivalent to the five-year certain and life benefit payable to participant. In

Plan Name: Retirement Plan for Employees of S.C. Johnson & Son, Inc.
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SCHEDULE SB ATTACHMENTS

event of participant's death, 50% of reduced benefit is payable to surviving spouse.

Optional forms of payment

Joint and survivor option, five-year, 10-year, 15-year, and 20-year certain and life options, life annuity option, and Social Security adjustment option.

Employee's voluntary contributions

Employees could have made voluntary contributions up to January 1, 1985, of 1 % to 10% of base pay to provide an additional benefit at retirement. The value of these contributions as of January 1, 1985 was transferred to the S. C. Johnson & Son, Inc. Employees' Deferred Profit Sharing and Savings Plan.

Changes in Plan Provisions since Prior Year

None.

Plan Name: Retirement Plan for Employees of S.C. Johnson & Son, Inc.
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Plan Sponsor: S.C. Johnson & Son, Inc.
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Retirement Plan for Employees of S.C. Johnson & Son, Inc.

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

EIN: 39-0379990 Plan Number 002

December 31, 2024

(a)	(b), (c)	(d)	(e)
Identity of Issue, Borrower, Lessor, or Similar Party and Description of Investment		Cost	Current Value
Short-Term Investments			
*	NT COLTV GOVT SHORT TERM INVT FD	\$ 91,461,447	\$ 91,461,447
*	NT COLTV SHORT TERM INVT FD	5,506,682	5,506,682
	NON-INTEREST BEARING CASH	(19,435)	(19,435)
	Total short-term investments	<u>96,948,694</u>	<u>96,948,694</u>
Government Obligations			
	BERMUDA GOVT 3.375% 08-20-2050	209,600	132,100
	STATE OF ISRAEL BD 4.125% DUE 01-17-2048REG	198,196	151,538
	QATAR ST 4.4% 144A 04-16-2050 REG	200,000	169,462
	PVTPL SAUDI ARABIA KINGDOM GLOBAL MEDIUM TERM 5.0% DUE 01-18-2053	185,388	169,146
	PVPTL ABU DHABI GOVT INTL 3.0% 09-15-2051	256,000	166,467
	UNITED STATES OF AMER TREAS BONDS 4.125% 08-15-2044	745,816	724,750
	UNITED STATES OF AMER TREAS BONDS 2.5% 02-15-2045	5,091,363	4,706,243
	UNITED STATES OF AMER TREAS BONDS 3.375%DUE 08-15-2042 REG	1,914,970	1,879,985
	UNITED STATES OF AMER TREAS BONDS 4.25% 02-15-2054	321,622	310,702
	UNITED STATES OF AMER TREAS BONDS DTD 05/15/2016 2.5% DUE 05-15-2046 REG	59,332	40,908
	UNITED STATES OF AMER TREAS BONDS DTD 05/15/2016 2.5% DUE 05-15-2046 REG	2,510,103	1,718,128
	UNITED STATES OF AMER TREAS NOTES 2.75% DUE 05-31-2029 REG	1,058,687	1,051,699
	UNITED STATES OF AMER TREAS NOTES 4.0% 02-15-2034	6,279,468	5,951,105
	UNITED STATES TREAS 2.375% DUE 02-15-2042 REG	807,779	730,513
	UNITED STATES TREAS BDS 2.25% DUE 05-15-2051 REG	1,209,989	1,118,111
	UNITED STATES TREAS BDS 2.875% 05-15-2049 REG	1,543,758	1,402,173
	UNITED STATES TREAS BDS 4.625% 05-15-2044	145,547	145,570
	UNITED STATES TREAS BDS BD 3.75% DUE 08-15-2041 REG	9,611,282	8,471,613
	UNITED STATES TREAS BDS TREASURY BOND 2.375% DUE 11-15-2049 REG	910,625	613,698
	UNITED STATES TREAS NTS 1.875% DUE 02-15-2032 REG	8,913,720	8,566,142
	UNITED STATES TREAS NTS 1.875% DUE 02-15-2032 REG	147,246	147,185
	UNITED STATES TREAS NTS DTD 02/15/2023 3.5% 02-15-2033	11,173,278	10,824,640
	UNITED STS TREAS NTS 1.125% DUE 02-15-2031 REG	4,415,585	4,299,064
	US TREASURY N/B 4.25% 08-15-2054	913,867	878,250
	WI TREASURY SEC 3.875% 05-15-2043	1,723,246	1,629,951
	PVTPL NBN CO LTD 4.25% 10-01-2029	729,869	707,421
	PVTPL SAUDI ARABIAN OIL CO GLOBAL 5.75%07-17-2054	227,470	215,102
	ADNOC MURBAN RSC LTD GLOBAL MEDIUM 5.125% 09-11-2054	198,660	180,420
	PVTPL ABU DHABI CRUDE OIL PIPELINE LLC SR SECD BD SER B 144A 4.6% 11-02-2047	200,000	175,810
	Total U.S. government securities	<u>61,902,464</u>	<u>57,277,897</u>
Corporate Bonds and Notes			
	COMMONWEALTH BANK OF AUSTRALIA 2.688% 03-11-2031	369,644	383,551
	MACQUARIE GROUP LTD SR MEDIUM TERM TRANCHE # TR 00022 1.935% 04-14-2028	492,120	465,816
	PVTPL AUSTRALIA & NEW ZEALAND BKG GROUP LTD 2.57% DUE 11-25-2035/11-25-2020 BEO	385,812	381,505
	PVTPL CSL FINANCE PLC 4.75% DUE 04-27-2052 BEO	174,500	151,161
	PVTPL MACQUARIE GROUP LTD SR NT 2.691%06-23-2032	700,000	593,400
	PVTPL NATIONAL AUSTRALIA BK LTD 01-12-2027	1,000,000	948,166
	PVTPL NBN CO LTD 2.625% DUE 05-05-2031 BEO	674,460	561,837
	PVTPL XSTRATA FIN CDA LTD NT 6 DUE 11-15-2041 BEO	756,114	569,889
	RIO TINTO FIN USA 5.125% DUE 03-09-2053	334,829	315,093
	RIO TINTO FIN USA 5.125% DUE 03-09-2053	393,916	370,698
	ANHEUSER BUSCH INBEV WORLDWIDE INC 5.45% 01-23-2039	149,583	150,396
	ANHEUSER-BUSCH 4.9% DUE 02-01-2046	62,304	58,836
	ANHEUSER-BUSCH COS LLC CORP 4.7% 02-01-2036	969,810	947,969
	ANHEUSER-BUSCH COS LLC CORP 4.9% 02-01-2046	516,568	446,878
	ANHEUSER-BUSCH INBEV WORLDWIDE INC 4.75% 01-23-2029	1,306,409	1,299,133
	BANK NOVA SCOTIA B C 4.74% 11-10-2032	553,746	532,824
	BANK NOVA SCOTIA B C 5.65% 02-01-2034	569,436	580,669
	BANK OF MONTREAL 5.511% 06-04-2031	704,464	685,574
	BROOKFIELD FIN INC 5.968% 03-04-2054	100,000	101,217
	BROOKFIELD FINANCE INC 5.675% 01-15-2035	231,015	221,688
	CANADIAN IMPERIAL BK COMM TORONTO BRH 3.6% 04-07-2032	550,188	538,461
	GREAT-WEST LIFE CO 4.15% DUE 06-03-2047	198,436	158,249
	NATIONAL BANK OF CANADA 5.6% 12-18-2028	545,197	535,115

Retirement Plan for Employees of S.C. Johnson & Son, Inc.

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

EIN: 39-0379990 Plan Number 002

December 31, 2024

(a)	(b), (c)	(d)	(e)
Identity of Issue, Borrower, Lessor, or Similar Party and Description of Investment		Cost	Current Value
PVTPL EMPOWER FIN 2020 LP 3.075% DUE 09-17-2051		\$ 30,000	\$ 18,883
PVTPL FEDERATION DES CAISSES DESJARDINS DU QUE 5.25% 04-26-2029		535,731	527,246
ROYAL BANK OF CANADA 5.15% 02-01-2034		579,485	568,264
TORONTO DOMINION BK 4.456% 06-08-2032		625,000	592,060
PVTPL DANSKE BANK A/S 4.613% 10-02-2030		300,000	291,039
NORDEA BK ABP 4.625% DUE 09-13-2033		394,755	336,900
NORDEA BK ABP MED 1.5% DUE 09-30-2026		589,398	567,600
BPCE S A MEDIUM 1.625% DUE 01-14-2025		767,644	769,199
PVTPL BANQUE FED CRED MUTUEL 5.194% 02-16-2028		857,727	853,819
PVTPL BNP PARIBAS 1.323% 01-13-2027		750,000	721,947
PVTPL CREDIT AGRICOLE S A LONDON 4.125% 01-10-2027		583,366	520,633
PVTPL CREDIT AGRICOLE S A LONDON BRH 1.247% 01-26-2027		689,129	672,205
PVTPL PCE SA 2.277% 01-20-2032		585,781	571,911
SOCIETE GENERALE 2.625% DUE 01-22-2025		501,235	499,313
TOTAL CAP INTL 3.127% DUE 05-29-2050 REG		267,746	204,708
TOTAL CAP INTL 3.461% DUE 07-12-2049		184,400	124,582
TOTALENERGIES CAP 5.425% 09-10-2064		140,000	129,988
TOTALENERGIES CAPITAL S.A. 5.638% 04-05-2064		200,000	191,617
TOTALENERGIES CAPITAL SA 5.488% 04-05-2054		140,000	134,411
DEUTSCHE BANK NY 5.414% 05-10-2029		592,256	583,762
PVTPL DAIMLER TRUCKS FIN NORTH AMER 2.0% 12-14-2026		746,738	710,600
PVTPL AIA GROUP LTD 5.4% 09-30-2054		198,912	185,553
WIPRO IT SERVICE WPROIN 1 1/2 06/23/26 1.5% 06-23-2026		697,452	665,494
PVTPL BANK IRELAND GROUP PLC 5.601% 03-20-2030		589,341	580,459
PVTPL ENI S P A4.25% 05-09-2029		199,484	193,549
MITSUBISHI UFJ 1.538% DUE 07-20-2027		1,211,568	1,141,250
MIZUHO FINL GROUP 2.839% DUE 09-13-2026		732,256	679,448
MIZUHO FINL GROUP INC 2.201% 07-10-2031		714,095	704,879
SUMITOMO MITSUI 2.13% DUE 07-08-2030		700,000	598,683
SUMITOMO MITSUI FINL GROUP INC SR NT 1.902% 09-17-2028		645,974	627,113
AMER MOVIL SAB DE CV 6.125% 03-30-2040		600,313	436,285
ING GROEP N V SR NT FIXED/FLTG 1.726% 04-01-2027		761,573	721,003
RABOBANK NEDERLAND 1.98% DUE 12-15-2027		740,000	700,954
PVTPL DNB BK ASA 1.535% 05-25-2027		700,889	668,160
BANCO SANTANDER SA SR NT NON PFD 2.958% 03-25-2031		616,434	522,576
PVTPL SWEDBANK AB 5.337% 09-20-2027		557,596	554,989
CR SUISSE AG NEW YORK BRH MEDIUM TRANCHE# SB 00771 2.95% 04-09-2025		576,384	547,281
PVTPL ROCHE HOLDINGS INC 2.607% 12-13-2051		132,538	119,204
PVTPL UBS AG LONDON BRH 1.375% DUE 01-13-2025 BEO		997,660	999,030
PVTPL UBS GROUP FUNDING 4.125% 09-24-2025 BEO		759,157	696,741
UBS GROUP AG 7.125% 07-15-2032		389,394	332,518
UBS GROUP AG FLTG RT 1.364% DUE 01-30-2027		750,000	721,246
PVTPL GALAXY PIPELINE ASSETS BIDCO LTD 2.94% DUE 09-30-2040		190,745	150,636
ASTRAZENECA FIN FIXED 2.25% DUE 05-28-2031		656,390	554,033
HSBC HLDGS PLC 4.041% 03-13-2028		335,300	311,270
HSBC HOLDINGS PLC 4.583% 06-19-2029		2,135,233	1,812,307
HSBC HOLDINGS PLC 6.332% 03-09-2044		699,845	707,890
LLOYDS BKG GROUP 3.75% DUE 01-11-2027		645,502	635,372
MEAD JOHNSON 4.6% DUE 06-01-2044		174,202	139,592
NATWEST GROUP PLC 4.964% 08-15-2030		600,000	591,021
NATWEST GROUP PLC SR GBLB COCO 5.076% 01-27-2030		250,143	247,404
ROYAL BK SCOTLAND 4.8% DUE 04-05-2026		902,787	809,700
STANDARD CHARTERED PLC NT FIXED RATE RESET 144A 1.456% 01-14-2027		694,155	674,208
ABBOTT LABS 4.9% DUE 11-30-2046		526,810	345,737
ABBVIE INC 4.25% DUE 11-21-2049 REG		1,100,281	1,001,538
ABBVIE INC 4.875% DUE 11-14-2048		419,491	364,182
ABBVIE INC 5.05% 03-15-2034		1,616,544	1,582,307
ABBVIE INC 5.4% 03-15-2054		259,108	250,350
ABBVIE INC 5.5% 03-15-2064		244,924	239,242
ACCENTURE CAP INC 4.5% 10-04-2034		412,957	399,175
ADVANCED MICRO DEVICES INC 4.393% DUE 06-01-2052		290,000	242,732
AEP TRANSM CO LLC FIXED 3.65% DUE 04-01-2050		159,942	115,753
AEP TRANSMISSION CO LLC 5.4% DUE 03-15-2053		453,790	438,804
AHS HOSP CORP 5.024% DUE 07-01-2045		198,527	163,781
ALABAMA PWR CO 3.75% DUE 03-01-2045		695,754	459,790
ALLSTATE CORP 5.55 DUE 05-09-2035 BEO		755,095	557,053

Retirement Plan for Employees of S.C. Johnson & Son, Inc.

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

EIN: 39-0379990 Plan Number 002

December 31, 2024

(a)	(b), (c)	(d)	(e)
Identity of Issue, Borrower, Lessor, or Similar Party and Description of Investment		Cost	Current Value
	AMAZON COM INC 2.1% DUE 05-12-2031 BEO	\$ 1,206,128	\$ 1,195,653
	AMAZON COM INC 4.05% 08-22-2047	604,616	384,668
	AMAZON COM INC FIXED 3.875% DUE 08-22-2037	798,943	720,037
	AMAZON COM INC NT 3.1% 05-12-2051	706,880	593,069
	AMAZON.COM INC 3.45% 04-13-2029	3,882,223	3,845,558
	AMEREN ILL CO FIXED 5.9% DUE 12-01-2052	49,846	51,320
	AMERN WTR CAP CORP 4.3% DUE 09-01-2045	715,459	594,499
	ANALOG DEVICES INC 2.8% DUE 10-01-2041/10-05-2021 BEO	128,995	92,076
	ANALOG DEVICES INC 5.3% 04-01-2054	417,816	400,778
	APPLE INC 1.65% DUE 02-08-2031	3,873,085	3,817,399
	APPLE INC 2.65% DUE 05-11-2050 REG	635,443	617,162
	APPLE INC 2.65% DUE 05-11-2050 REG	1,143,954	872,754
	APPLE INC 2.9% DUE 09-12-2027	818,423	817,547
	APPLE INC 3.45% DUE 02-09-2045	598,366	388,963
	APPLE INC 3.85% DUE 05-04-2043	1,004,971	808,737
	ASSN AMERN MED 2.667% DUE 10-01-2029	716,310	614,228
	ATMOS ENERGY CORP 4.125% DUE 10-15-2044	274,483	224,101
	ATMOS ENERGY CORP 5.0% 12-15-2054	158,861	144,601
	ATMOS ENERGY CORP FIXED 4.3% DUE 10-01-2048	139,299	115,051
	ATMOS ENERGY CORP SR NT 2.85% 02-15-2052	170,772	156,118
	BALT GAS & ELEC CO 3.5% DUE 08-15-2046	194,821	141,147
	BANK OF AMERICA CORP 2.299% 07-21-2032	961,037	809,216
	BANK OF AMERICA CORPORATION 2.087% 06-14-2029	4,000,000	3,629,529
	BANK OF AMERICA CORPORATION 2.676% DUE 06-19-2041/06-19-2020 REG	755,861	549,310
	BANK OF AMERICA CORPORATION 3.97% 03-05-2029	877,768	775,835
	BANK OF AMERICA CORPORATION 4.078% 04-23-2040	528,996	510,491
	BANK OF AMERICA CORPORATION 4.33% 03-15-2050	364,640	258,221
	BANK OF AMERICA CORPORATION 5.872% 09-15-2034	1,109,419	1,098,830
	BAPTIST HEALTHCARE SYS KY TAXABLE BD SER2020B 3.54% 08-15-2050	702,182	458,628
	BAYLOR SCOTT & 4.185% DUE 11-15-2045	159,622	133,297
	BERKSHIRE HATHAWAY 4.3% DUE 05-15-2043	4,959	4,330
	BERKSHIRE HATHAWAY FIN CORP 2.85% DUE 10-15-2050	664,377	430,638
	BERKSHIRE HATHAWAY FINANCE CORP 3.85% 03-15-2052	282,679	272,784
	BON SECOURS MERCY FIXED 3.464% DUE 06-01-2030	700,000	658,613
	BP CAP MKTS AMER INC 3.0% DUE 02-24-2050	642,393	417,123
	BP CAP MKTS AMER INC 4.812% DUE 02-13-2033	984,217	955,366
	BP CAP MKTS AMER INC 4.893% 09-11-2033	574,989	556,360
	BRISTOL MYERS FIXED 4.25% DUE 10-26-2049	1,253,050	1,019,729
	BRISTOL MYERS SQUIBB CO 5.55% 02-22-2054	332,745	329,928
	BRISTOL MYERS SQUIBB CO 5.875% 02-22-2064	119,490	115,760
	BRISTOL-MYERS SQUIBB CO 3.7% 03-15-2052	283,766	207,760
	BRISTOL-MYERS SQUIBB CO 5.2% 02-22-2034	1,428,238	1,398,668
	BURL NORTH SANTA FIXED 4.7% DUE 09-01-2045	521,981	464,374
	BURL NORTHN SANTA 5.75% DUE 05-01-2040	211,756	169,526
	BURL NORTHN SANTA 6.15% DUE 05-01-2037	585,924	427,550
	BURLINGTON NORTHERN SANTA FE LLC 4.15% 12-15-2048	318,244	216,781
	BURLINGTON NORTHN SANTA FE LLC 5.2% 04-15-2054	420,610	405,563
	CADENCE DESIGN SYS 4.7% 09-10-2034	423,794	412,407
	CAROLINA PWR & LT 6.3% DUE 04-01-2038	380,242	366,966
	CATERPILLAR FINL SERVICE 4.6% 11-15-2027	578,209	575,273
	CENTERPOINT ENERGY HOUSTON ELEC LLC 4.25% 02-01-2049	159,029	129,263
	CHUBB INA HOLDINGS 4.35% DUE 11-03-2045	748,125	639,657
	CHURCH & DWIGHT CO INC SR NT 5% 06-15-2052	599,706	543,260
	CIGNA CORP NEW CORP 4.8% 08-15-2038	631,900	453,434
	CISCO SYS INC 5.3% 02-26-2054	298,794	291,832
	CITIGROUP INC 1.462% DUE 06-09-2027 BEO	588,462	571,267
	CITIGROUP INC 3.668% 07-24-2028	1,242,920	1,113,919
	CITIGROUP INC 3.887% 01-10-2028	2,520,304	2,230,271
	CITIGROUP INC 5.174% 02-13-2030	807,128	799,239
	CITIGROUP INC 5.316% 09-26-2020 REG	904,493	645,545
	CITIGROUP INC 5.449% 06-11-2035	480,000	476,149
	CITIGROUP INC NT FXD/FLTG 5.050338% 01-25-2026	400,000	399,109
	COCA COLA CO 5.3% 05-13-2054	258,492	251,228
	COCA COLA CO 5.4% 05-13-2064	447,915	433,799
	COCA-COLA CO 2.5% SNR 01/06/2040 USD2000	274,913	206,772
	COCA-COLA CO/THE 5.2% 01-14-2055	497,740	475,481

Retirement Plan for Employees of S.C. Johnson & Son, Inc.

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

EIN: 39-0379990 Plan Number 002

December 31, 2024

(a)	(b), (c)	(d)	(e)
Identity of Issue, Borrower, Lessor, or Similar Party and Description of Investment		Cost	Current Value
COMCAST CORP NEW 2.65% DUE 02-01-2030		\$ 3,977,942	\$ 3,806,563
COMCAST CORP NEW 2.887% 11-01-2051	BEO	246,510	162,703
COMCAST CORP NEW 2.937% 11-01-2056		1,560,271	1,161,866
COMCAST CORP NEW 2.937% 11-01-2056		1,088,890	872,129
COMCAST CORP NEW 3.2% DUE 07-15-2036		118,765	113,106
COMCAST CORP NEW 4% DUE 03-01-2048		342,992	277,608
COMCAST CORP NEW 4.2% DUE 08-15-2034		85,783	77,796
COMCAST CORP NEW 4.4% DUE 08-15-2035		794,104	737,637
COMCAST CORP NEW 5.65% DUE 06-15-2035		375,563	367,575
COMCAST CORP NEW FIXED 3.999% DUE	11-01-2049	221,108	212,074
COMMONSPIRIT HLTH 3.347% DUE 10-01-2029		795,608	698,361
COMMONWEALTH EDISON CO 1ST MTG BD SER 113 3.8 DUE 10-01-2042		705,450	473,862
COMMONWEALTH EDISON CO 5.3%	02-01-2053	199,343	198,148
COMWLTH EDISON CO 3.65% DUE 06-15-2046		203,670	153,235
COMWLTH EDISON CO 3.7% DUE 03-01-2045		360,000	275,008
COMWLTH EDISON CO 4.35% DUE 11-15-2045		217,616	159,483
COMWLTH EDISON CO 6.45% DUE 01-15-2038		443,404	432,175
CONOCOPHILLIPS CO 4.15% DUE 11-15-2034		77,203	67,538
CONOCOPHILLIPS CO 5.55% 03-15-2054		577,254	559,622
CONOCOPHILLIPS COMPANY 5.5% 01-15-2055		345,499	332,892
CONS EDISON CO N Y 3.875% DUE 06-15-2047		315,012	305,289
CONSUMERS ENERGY 4.05% DUE 05-15-2048		232,582	187,281
CSX CORP 4.5%	11-15-2052	150,170	152,040
CSX CORP 4.75% DUE 05-30-2042		278,379	271,647
CSX CORP 4.9% 03-15-2055		557,106	537,697
DANAHER CORP 2.6% DUE 10-01-2050		256,542	229,426
DANAHER CORP SR NT 2.8% 12-10-2051		206,323	166,788
DEERE JOHN CAP CORP 4.4%	09-08-2031	781,144	775,597
DETROIT EDISON CO 6.35% DUE 10-15-2032		740,977	576,498
DISNEY WALT CO 2.75% DUE 09-01-2049		300,266	194,350
DISNEY WALT CO 3.8% DUE 03-22-2030		3,873,994	3,826,521
DISNEY WALT CO NEW	NT 7 DUE 03-01-2032 BEO	264,537	251,213
DISNEY WALT CO NEW 4.375% DUE 08-16-2041		179,425	142,571
DISNEY WALT CO SR NT 6.2% 12-15-2034		1,710,624	1,307,021
DUKE ENERGY 4.2% DUE 08-15-2045		696,451	567,635
DUKE ENERGY 5.3% DUE 02-15-2040		521,524	509,082
DUKE ENERGY 6.05% DUE 04-15-2038		793,396	741,519
DUKE ENERGY CAROLINAS LLC 5.4% DUE	01-15-2054	263,218	259,847
DUKE ENERGY FLA 4.2% DUE 07-15-2048		139,805	112,266
EASTERN GAS TRANSMISSION & STORAGE 4.6% SNR NTS 12-15-2044 USD1000		39,714	33,924
EASTN GAS TRANSM & FIXED 4.8% DUE	11-01-2043	265,464	205,630
ELI LILLY & CO 4.95% 02-27-2063		49,323	44,936
ELI LILLY AND COMPANY 5.0%	02-09-2054	286,152	275,887
ENTERGY AR LLC FIXED 3.35% DUE	06-15-2052	79,502	53,652
ENTERGY LA LLC 3.05% DUE 06-01-2031		489,048	432,046
ENTERGY LA LLC 4.95% DUE 01-15-2045		455,625	444,420
ENTERGY LOUISIANA LLC 4.2% 09-01-2048		65,837	51,701
ENTERGY TEX RESTORATION FDG II LLC 3.697% 12-15-2036		499,993	452,732
ENTERGY TEXAS INC 5.8%	09-01-2053	139,518	140,285
ENTERPRISE PRODS 5.1% DUE 02-15-2045		476,410	461,269
ENTERPRISE PRODS 7.55% DUE 04-15-2038		9,307	9,369
ENTERPRISE PRODS OPER LLC 5.55%	02-16-2055	179,393	173,446
EXXON MOBIL CORP 3.452% DUE 04-15-2051	REG	440,000	308,906
EXXON MOBIL CORP 4.114% DUE 03-01-2046		167,846	162,396
EXXON MOBIL CORP 4.227% DUE	03-19-2040	699,647	518,094
EXXON MOBIL CORP 4.227% DUE	03-19-2040	681,042	504,922
FLORIDA POWER & LIGHT COMPANY 5.1% DUE	04-01-2033	595,452	586,356
FLORIDA POWER AND LIGHT COMPANY 2.45%	02-03-2032	1,929,973	1,738,532
FLORIDA PWR & LT CO 1ST MTG BD 5%	08-01-2034	2,249,123	2,236,562
GEORGIA POWER CO 5.25% 03-15-2034		608,700	595,857
GILEAD SCIENCES 4.6% DUE 09-01-2035		747,488	707,312
GOLDMAN SACHS FIXED 3.5% DUE 04-01-2025		1,101,662	1,036,415
GOLDMAN SACHS GROUP INC 1.948%	10-21-2027	487,619	464,886
GOLDMAN SACHS GROUP INC 3.814%	04-23-2029	2,515,622	2,188,418
GOLDMAN SACHS GROUP INC 4.017%	10-31-2038	964,058	897,928
GOLDMAN SACHS GROUP INC 4.411%	04-23-2039	773,068	705,904

Retirement Plan for Employees of S.C. Johnson & Son, Inc.

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

EIN: 39-0379990 Plan Number 002

December 31, 2024

(a)	(b), (c)	(d)	(e)
Identity of Issue, Borrower, Lessor, or Similar Party and Description of Investment		Cost	Current Value
GUARDIAN LIFE INS 4.85% DUE 01-24-2077		\$ 826,422	\$ 627,764
HLTH CARE SVC CORP 3.2% DUE 06-01-2050		425,184	256,240
HOME DEPOT INC 1.5% 09-15-2028		2,924,618	2,897,053
HOME DEPOT INC 1.875% 09-15-2031		717,862	603,142
HOME DEPOT INC 3.35% DUE 04-15-2050 REG		333,040	321,226
HOME DEPOT INC 3.9% DUE 06-15-2047		205,723	195,721
HOME DEPOT INC 4.25% DUE 04-01-2046		163,099	108,524
HOME DEPOT INC 5.95% DUE 04-01-2041		993,938	709,082
HONEYWELL INTERNATIONAL INC 5.35% 03-01-2064		336,602	319,390
INTERCONTINENTAL 4.25% DUE 09-21-2048		336,288	324,908
INTERNATIONAL BUSINESS MACHS CORP 3.5% 05-15-2029 REG		3,893,449	3,847,943
INTERNATIONAL BUSINESS MACHS CORP 4.15% DUE 05-15-2039		646,939	559,418
INTUIT INC 5.5% 09-15-2053		79,338	78,458
INVESCO FIN PLC 5.375% DUE 11-30-2043		299,246	260,017
JOHNSON & JOHNSON 4.8% DUE 06-01-2029		635,388	630,972
JPMORGAN CHASE & CO 2.069% 06-01-2029		4,638,226	4,181,083
KANSAS CITY POWER & LIGHT CO 4.2% 03-15-2048		94,917	75,358
KENVUE INC 5.2% 03-22-2063		173,404	157,362
KLA CORP 3.3% 03-01-2050		62,770	61,574
KLA CORP 4.95% 07-15-2052		265,545	243,944
KLA CORP 4.95% 07-15-2052		396,336	364,095
KLA-TENCOR CORP FIXED 4.1% 03-15-2029		476,658	409,890
LILLY ELI & CO FIXED 3.375% 03-15-2029 REG		438,276	380,876
LOCKHEED MARTIN CORP 4.8% 08-15-2034		593,700	582,459
LOCKHEED MARTIN CORP 5.7% DUE 11-15-2054		396,720	407,667
MEMORIAL SLOAN-KETTERING CANCER CTR TAXABLE BD SER 2012A 4.125 7-1-52		177,986	117,518
MERCK & CO INC 2.9% DUE 12-10-2061		373,943	215,482
MERCK & CO INC 2.75% DUE 12-10-2051 BEO		159,610	97,143
MERCK & CO INC NEW 5.0% 05-17-2053		571,014	546,899
META PLATFORMS INC 5.4% 08-15-2054		500,465	484,517
META PLATFORMS INC 5.4% 08-15-2054		476,401	460,291
META PLATFORMS INC 5.55% 08-15-2064		398,272	391,607
META PLATFORMS INC 5.6% DUE 05-15-2053		219,391	220,380
META PLATFORMS INC FIXED 4.45% DUE 08-15-2052		151,168	151,962
METLIFE INC 4.55% DUE 03-23-2030		4,086,144	3,811,550
METLIFE INC 5.0% 07-15-2052		194,667	176,762
METLIFE INC 6.375% DUE 06-15-2034		1,016,764	753,501
MICROSOFT CORP 2.921% 03-17-2052 USD		932,701	662,895
MICROSOFT CORP 3.95% DUE 08-08-2056		983,024	641,766
MICROSOFT CORP SR NT 2.5% 09-15-2050		355,390	327,289
MIDAMERICAN ENERGY 5.15% DUE 11-15-2043		1,481,634	1,044,906
MIDAMERICAN ENERGY 6.125% DUE 04-01-2036		134,659	131,568
MIDMICHIGAN HEALTH 3.409% DUE 06-01-2050		125,000	87,086
MORGAN STANLEY 1.794% 02-13-2032		734,811	628,202
MORGAN STANLEY 2.943% DUE 01-21-2033		323,788	342,983
MORGAN STANLEY 3.772% 01-24-2029		461,106	457,891
MORGAN STANLEY 3.971% 07-22-2038		696,723	540,271
MORGAN STANLEY 5.25% 04-21-2034		360,000	354,366
MORGAN STANLEY 5.424% 07-21-2034		528,185	516,500
MORGAN STANLEY 5.466% 01-18-2035		210,000	208,848
MORGAN STANLEY 5.831% 04-19-2035		210,000	214,382
MORGAN STANLEY FIXED 1.593% DUE 05-04-2027		691,376	671,014
MORGAN STANLEY FIXED 5.516% 11-19-2055		161,662	154,534
MORGAN STANLEY VAR RT 07-22-2028		3,213,577	2,796,233
N MISS MED CENTR INC / CLAY CNTY TAXABLREVB BD SER 2021 3.183% 10-01-2051		700,000	444,617
N SHORE LONG IS 6.15% DUE 11-01-2043		255,305	211,100
NARRAGANSETT ELEC 5.638% DUE 03-15-2040		215,000	211,153
NATL RURAL UTILS 8% DUE 03-01-2032		749,695	581,620
NBCUNIVERSAL MEDIA 4.45% DUE 01-15-2043		420,065	364,882
NESTLE HLDGS INC 4% DUE 09-24-2048		287,469	278,728
NEVADA PWR CO GEN & REF NT 5.9% 05-01-2053		188,902	190,900
NEW YORK & 4.024% DUE 08-01-2045		536,482	392,667
NEW YORK LIFE INS 6.75% DUE 11-15-2039		745,665	554,524
NEXTERA ENERGY CAP HLDGS INC 2.44% 01-15-2032		552,487	542,114
NORTHN STS PWR CO 3.4 DUE 08-15-2042		251,764	167,197
NORTHWELL 3.979% DUE 11-01-2046		67,739	57,314

Retirement Plan for Employees of S.C. Johnson & Son, Inc.

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

EIN: 39-0379990 Plan Number 002

December 31, 2024

(a)	(b), (c)	(d)	(e)
Identity of Issue, Borrower, Lessor, or Similar Party and Description of Investment		Cost	Current Value
NORTHWELL HEALTHCARE INC 4.26% 11-01-2047		\$ 65,000	\$ 52,022
NUCOR CORP NT 3.85% 04-01-2052		128,785	96,355
NUCOR CORP NT 3.85% 04-01-2052		346,728	259,416
PAC LIFE INS CO 4.3% 10-24-2067		184,845	145,451
PACIFIC LIFECORP SR NT 144A 5.4% 09-15-2052		144,785	136,195
PACIFICORP 6% DUE 01-15-2039		792,526	714,289
PACIFICORP 6.1% DUE 08-01-2036		186,203	171,482
PECO ENERGY CO FIXED 3.9% DUE 03-01-2048		240,868	194,166
PENN ST HEALTH 3.806% 11-01-2049		664,494	426,760
PEPSICO INC 2.875% DUE 10-15-2049		540,936	523,074
PEPSICO INC 4.45% 05-15-2028		2,927,630	2,901,732
PFIZER INVESTMENT ENTER 4.75% 05-19-2033		1,729,368	1,694,963
PFIZER INVESTMENT ENTER 5.3% 05-19-2053		319,523	300,096
PFIZER INVESTMENT ENTER 5.34% 05-19-2063		609,026	588,443
PG&E RECOVERY FDG 5.536% DUE 07-15-2049		259,970	259,072
PG&E RECOVERY FDG LLC SR SECD NT CL A-3 2.822% 07-15-2048		316,523	221,081
PG&E WILDFIRE 4.674% DUE 12-01-2053		369,987	328,982
PG&E WILDFIRE RECOVERY FDG LLC SR SECD RECOVERY BD SER 5.099% 06-01-2054		239,977	226,953
PHILIP MORRIS INTERNATIONAL INC 3.875 BDS DUE 08-21-2042 USD1000		474,489	344,380
PHILIP MORRIS INTL 6.375% DUE 05-16-2038		421,085	386,709
PHILIP MORRIS INTL INC 5.375% 02-15-2033		509,190	501,087
PIEDMONT FIXED 2.719% DUE 01-01-2042		800,000	550,474
PNC FINL SVCS FLTG RT 5.582% DUE 06-12-2029		868,947	864,762
PRECISION 3.9% DUE 01-15-2043		265,619	257,664
PRECISION 4.375% DUE 06-15-2045		191,829	145,009
PROLOGIS L P 5.25% 03-15-2054		196,440	186,840
PROLOGIS L P 5.25% 06-15-2053		349,398	327,133
PRUDENTIAL FINL INC MEDIUM TERM NTS BOOKTRANCHE # TR 00015 5.7 DUE 121436		682,029	631,545
PUBLIC STORAGE 5.35% 08-01-2053		299,196	285,660
PUBLIC STORAGE 5.35% 08-01-2053		119,678	114,264
PUBLIC SVC ELEC GAS CO SECD MEDIUM TERM NTS 3.8 01-01-2043		298,089	237,404
PVTPL AMERICAN TRANSMISSION SYSTEMS 2.65% 01-15-2032		229,365	195,020
PVTPL CAMERON LNG LLC 144A 3.701% 01-15-2039		75,000	60,474
PVTPL CNO GLOBAL FUNDING 4.95% 09-09-2029		599,682	594,495
PVTPL COREBRIDGE GLOB FUNDING 5.2% 06-24-2029		524,087	527,781
PVTPL EAST OHIO GAS CO 3.0% DUE 06-15-2050		113,362	70,518
PVTPL FID INVS DEB 144A 7.57 DUE 06-15-2029 BEO		976,625	810,638
PVTPL HYUNDAI CAP AMER 1.3% 01-08-2026		368,672	366,635
PVTPL JACKSON NATIONAL LIFE GLOBAL FUNDING NEW ISSUE 3YR 3YR 1.75% 01-12-2025		349,941	349,709
PVTPL KANSAS GAS & ELECTRIC COMPANY 1ST MTG BD 4.3 DUE 07-15-2044		209,469	167,049
PVTPL MASS MUTUAL LIFE INS CO SURPLUS NT 4.9% DUE 04-01-2077		207,500	125,384
PVTPL MASSACHUSETTS MUT LIFE INS CO CORP 2.875% 10-15-2070		335,552	219,885
PVTPL METROPOLITAN LIFE GLOBAL FDG 1.875% 01-11-2027		609,305	577,581
PVTPL NATIONWIDE MUT INS CO SURPLUS NT 144A 9.375% DUE 08-15-2039 REG		743,275	637,287
PVTPL NESTLE CAPITAL CORPORATION 5.1% 03-12-2054		149,520	141,474
PVTPL NEW YORK LIFE INS CO 3.75% DUE 05-15-2050		270,791	233,005
PVTPL NORTHWESTERN MUT GLOBAL FDG 1.75% DUE 01-11-2027 BEO		999,190	944,967
PVTPL NORTHWESTERN MUT LIFE INS CO SURPLUS 3.85% 09-30-2047		364,032	277,602
PVTPL ROCHE HLDGS INC 5.21% DUE 03-08-2054 BEO		388,793	358,778
PVTPL ROCHE HOLDINGS INC 1.93% DUE 12-13-2028 BEO		550,000	495,062
PVTPLNORTHERN NATURAL GAS CO 5.625% 02-01-2054		39,994	38,373
QUALCOMM INC 4.5% 05-20-2052		185,860	159,542
REALTY INCOME CORP 5.975% 09-01-2054		78,699	76,062
REALTY INCOME CORP FIXED 5.625% DUE 10-13-2032		549,335	562,088
ROCKWELL AUTOMATION INC 2.8% DUE 08-15-2061 BEO		399,044	224,556
S&P GLOBAL INC 3.7% 03-01-2052		371,873	355,126
S.E. AK REGL HLTH 3.235% DUE 07-01-2051		500,000	296,656
SAN DIEGO GAS & ELEC CO 5.55% 04-15-2054		386,038	378,571
SAN DIEGO GAS & ELECTRIC CO 4.1% 06-15-2049		468,857	325,540
SCE RECOVERY FDG LLC 5.112% 12-15-2047		59,994	56,548
SHELL FIN US INC 4.375% 05-11-2045		215,998	209,276
SHELL FIN US INC NT 4.125% 05-11-2035		863,430	825,865
SHELL FIN US INC NT 4.55% 08-12-2043		269,528	218,670
SHELL INTL FIN B V 6.375% DUE 12-15-2038		579,377	560,708
SIERRA PAC PWR CO 5.9% 03-15-2054		248,283	250,441
SOUTHERN CALIF EDISON CO 4.125% 03-01-2048		295,924	229,916

Retirement Plan for Employees of S.C. Johnson & Son, Inc.

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

EIN: 39-0379990 Plan Number 002

December 31, 2024

(a)	(b), (c) Identity of Issue, Borrower, Lessor, or Similar Party and Description of Investment	(d) Cost	(e) Current Value
	SOUTHERN CALIF EDISON CO 4.65 DUE 10-01-2043	\$ 44,585	\$ 39,041
	SOUTHERN CALIF GAS CO 5.75% 06-01-2053	194,106	199,016
	SOUTH CAL EDISON 4% DUE 04-01-2047	286,110	258,104
	SOUTH CAL EDISON 4.05% DUE 03-15-2042	61,292	52,613
	SOUTH CAL EDISON 5.55% DUE 01-15-2037	235,459	218,527
	SOUTH CAL EDISON 5.95% DUE 02-01-2038	144,826	117,795
	SOUTH CAL EDISON 6.05% DUE 03-15-2039	430,595	387,992
	SOUTH CAL GAS CO FIXED 6.35% DUE 11-15-2052	214,198	231,522
	SOUTHWESTN PUB SVC 3.4% DUE 08-15-2046	207,653	142,988
	SUTTER HEALTH 4.091% DUE 08-15-2048	238,980	201,394
	TEACHERS INS & 4.27% DUE 05-15-2047	294,056	236,399
	TEACHERS INS & 6.85% DUE 12-16-2039	42,975	44,378
	TEXAS HEALTH RES 4.33% DUE 11-15-2055	156,349	126,848
	TEXAS INSTRS INC 5.15% 02-08-2054	158,720	150,101
	TEXAS INSTRUMENTS INC 5.05% DUE 05-18-2063	471,456	442,318
	THERMO FISHER SCIENTIFIC INC 5.2% 01-31-2034	319,507	321,030
	TOYOTA MOTOR CREDIT CORP 5.55% 11-20-2030	934,839	927,281
	TOYOTA MTR CR CORP 1.9% DUE 04-06-2028	301,278	274,356
	TRAVELERS COS INC 3.75% DUE 05-15-2046	496,520	382,980
	TRUIST FINL CORP SR MED TERM NTS 5.122% 01-26-2034	120,000	116,628
	TRUSTEES BOSTON COLLEGE 3.129% DUE 07-01-2052	120,000	81,418
	UN ELEC CO SR SECD NT 5.5 DUE 03-15-2034 BEO	770,634	596,911
	UNION ELEC CO 4.0% DUE 04-01-2048	343,506	268,273
	UNION ELEC CO 5.45% 03-15-2053	269,444	258,856
	UNION ELECTRIC COMPANY 5.25% 01-15-2054	238,241	224,114
	UNION PAC CORP 3.5% 02-14-2053	468,938	331,700
	UNION PAC CORP FIXED 2.95% 03-10-2052	749,850	474,431
	UNITED AIRLINES INC 5.45% 08-15-2038	310,000	310,057
	UNITED PARCEL SVC INC 5.6% 05-22-2064	218,574	213,650
	UNITEDHEALTH GROUP 3.5% DUE 08-15-2039	908,089	672,522
	UNITEDHEALTH GROUP 3.75% 10-15-2047	997,386	652,953
	UNITEDHEALTH GROUP 3.75% 10-15-2047	227,875	171,633
	UNITEDHEALTH GROUP 5.8% DUE 03-15-2036	179,783	154,797
	UNITEDHEALTH GROUP 6.05% DUE 02-15-2063	316,224	327,190
	UNITEDHEALTH GROUP 6.625% DUE 11-15-2037	671,988	687,788
	UNITEDHEALTH GROUP INC 2.75% DUE 05-15-2040/05-18-2020 REG	174,751	127,363
	UNITEDHEALTH GROUP INC 4.95% 01-15-2032	1,102,497	1,086,292
	UNITEDHEALTH GROUP INC 5.05% 04-15-2053	371,520	360,772
	UNIVERSITY SOUTH CALIF 4.976% 10-01-2053	230,000	215,281
	UTD PARCEL SVC INC 6.2% DUE 01-15-2038	752,405	535,317
	VERIZON 4.812% DUE 03-15-2039	827,033	761,552
	VIRGINIA ELEC & PWR CO 5.0% 04-01-2033	597,942	587,337
	VIRGINIA ELEC & PWR CO 5.55% 08-15-2054	29,870	29,043
	W VA UNIV HLTH SYS 3.129% DUE 06-01-2050	35,000	22,266
	WALMART INC 4.5% DUE 04-15-2053	822,525	766,960
	WALMART INC 4.5% DUE 04-15-2053	545,358	522,927
	WALT DISNEY CO. 2.75% GTD SNR 01/09/49 USD	216,052	140,607
	WELLS FARGO & CO 2.879% 10-30-2030	1,372,802	1,177,651
	WELLS FARGO & CO 4.611% 04-25-2053	281,709	251,223
	WELLS FARGO & CO 5.606% DUE 01-15-2044	1,153,271	1,026,711
	WELLS FARGO & CO MEDIUM TERM 5.013% 04-04-2051	671,737	648,913
	WELLS FARGO & CO NEW MEDIUM TERM SR NTS 3.55% DUE 09-29-2025	438,901	406,755
	WELLS FARGO & COMPANY 3.584% 05-22-2028	2,628,484	2,301,692
	WELLS FARGO & COMPANY 4.54% 08-15-2026	649,890	648,697
	WESTERN & SOUTH LIFE INS CO SURPLUS NT 144A 3.75% 04-28-2061	44,787	30,073
	WYETH 6% DUE 02-15-2036	1,097,509	1,053,561
	XILINX INC 2.375% 06-01-2030	407,624	352,500
	Total corporate bonds and notes	241,722,282	216,504,276
	Asset-Backed Securities		
	FEDERAL HOME LOAN MORTGAGE CORP 3% 05-01-2052	4,004,456	4,003,128
	FNMA POOL # RB-5027 3.0% 01-01-2040	2,136,074	1,856,280
	FNMA POOL #AM9517 3.61% 08-01-2030 BEO	169,313	150,650
	FNMA POOL #AN6149 3.14% 07-01-2032 BEO	230,913	217,600

Retirement Plan for Employees of S.C. Johnson & Son, Inc.

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

EIN: 39-0379990 Plan Number 002

December 31, 2024

(a)	(b), (c) Identity of Issue, Borrower, Lessor, or Similar Party and Description of Investment	(d) Cost	(e) Current Value
	FNMA POOL #AN8104 3.14% DUE 01-01-2033 BEO	\$ 376,375	\$ 352,813
	FNMA POOL #AN9067 3.51% 05-01-2033 BEO	198,821	186,027
	FNMA POOL #FM9071 3.0% 10-01-2040	2,571,765	2,217,012
	FNMA POOL #FM9285 3% 09-01-2040 BEO	2,988,259	2,595,452
	FNMA POOL #MA4783 4% 10-01-2052 BEO	4,749,475	4,756,103
	I/O FNMA POOL #AN6241 3.46% 09-01-2037 BEO	153,719	138,606
	I/O FNMA POOL #AN6573 3.2% 09-01-2032	108,244	102,397
	I/O FNMA POOL #AN6653 3.08% 10-01-2032	182,645	173,070
	I/O FNMA POOL #BL9284 2.225% DUE 12-01-2050 BEO	1	1
	FEDERAL HOME LN MTG CORP TRANCHE SER K156 CL A3 VAR RT 07-25-2036	650,595	595,407
	BANK 2017-BNK8 3.488% DUE 11-15-2050	360,487	328,732
	CMO BANK SER 20-BNK29 CL A4 2.062% DUE 11-15-2053 REG	395,625	328,787
	CMO CITIGROUP COML MTG TR SER 18-C6 CL A4 0.0% 11-01-2028	586,113	478,637
	CSAIL 2016-C7 COML 3.502% DUE 11-15-2049	276,445	289,518
	HOME PARTNERS AMER 2021-3 TR 2.2% 01-17-2041	601,093	559,475
	JPMCC COML MTG 3.48979997635% DUE 07-15-2050	549,805	475,871
	JPMDB COML MTG 3.1439% DUE 06-15-2049	325,459	339,436
	MORGAN STANLEY CAP 3.809% DUE 12-15-2048	241,270	246,455
	TRICON AMERN HOMES 2020-SFR2 TR 1.482% 11-17-2039	984	1,020
	AMUR EQUIP FIN 1.64% DUE 10-20-2027	72,147	71,670
	FLAGSHIP CR AUTO 1.79% DUE 10-15-2026	6,483	6,475
	GM FINL REVOLVING 5.12% DUE 04-11-2035	349,938	354,038
	HERTZ VEH FING III 1.99% DUE 06-25-2026	499,911	496,150
	MMAF EQUIP FIN LLC 5.54% DUE 12-13-2029	549,888	558,987
	NAVIENT PVT ED REFI LN TR 2021-E PVT ED LN BACKED NT CL A .97% 12-16-2069	396,882	395,991
	PFS FING CORP 4.75% DUE 08-15-2029	399,959	399,031
	PVTPL FIRSTKEY HOMES 2022-SFR1 TR FKH 2022-SFR1 A 4.145% DUE 05-19-2039 BEO	396,036	388,050
	PVTPL FIRSTKEY HOMES TRUST SR 22-SFR3 CL A 4.25% 07-17-2038	349,946	368,850
	PVTPL MILL CITY MTG LN TR 2018-3 SR 18-3CL A-1 VAR RT 08-25-2058	113,618	112,564
	PVTPL SCFET SR 22-1A CL A3 2.92% 07-20-2029	576,099	572,757
	SYNCHRONY CARD 5.04% DUE 03-15-2030	490,153	488,593
	CHASE HOME LENDING 3.25% DUE 09-25-2063	282,958	303,297
	CIM TR 2023-R2 FLTG RT 5.5% DUE 08-25-2064	311,288	313,421
	CMO TOWD PT MTG TR 2022-3 NT CL A1 144A DUE 08-01-2062 BEO	448,040	436,101
	MORGAN STANLEY RESDNTL MTG LN TR 5.5% 09-25-2054	14,744	15,519
	NEW RESDNTL MTG LN FLTG RT 3.079% DUE 03-27-2062	462,208	487,817
	PVTPL CHASE HOME LENDING MTG TR SER 23-RPL1 CL A1 VAR RT 06-25-2062	290,715	293,485
	PVTPL CMO CHASE HOME LENDING MTG TR 2023-RPL2 SER RPL2 CL A1 FLTG 03-25-2063	295,236	306,361
	PVTPL CMO TOWD POINT MORTGAGE TRUST 3.75% DUE 01-25-2063 BEO	220,929	218,693
	TOWD PT MTG TR 2024-3 AST BACKED SECS CLA1A 144A 5.10942% 07-25-2065	294,990	292,730
	TOWD PT MTG TR FLTG RT 3.75% DUE 07-01-2062	462,377	448,328
	Total asset-backed securities	29,142,479	27,721,387
	Venture Capital Limited Partnership Interest		
	POMONA CAPITAL VI, LP	3,672,725	50,754
	Registered Investment Companies		
*	MFO VANGUARD INSTL INDEX FD SH BEN INT	158,004	157,181
	Benefit Disbursement Contracts		
	GAC EQUITABLE 6640 DEFINED CONTRIBUTION INVESTMENT CONTRACT	127,406	127,406
	Municipal Obligations		
	COLLEGE PARK GA REV 5.965% 01-01-2031 BEO TAXABLE	636,756	557,211
	COLORADO BRDG ENTERPRISE REV 2.543% 12-31-2032 BEO TAXABLE	510,375	438,973
	COLORADO HSG & FIN AUTH 6.25% 11-01-2053 BEO TAXABLE	532,782	536,327
	COLORADO HSG & FIN AUTH 6.5% 11-01-2053 BEO TAXABLE	520,577	531,358
	DALLAS FT WORTH TEX INTL ARPT REV 4.087% 11-01-2051	60,000	49,693
	FOND DU LAC CNTY WIS REV 2.778% 11-01-2032 BEO TAXABLE	750,000	625,919
	KANSAS ST DEV FIN AUTH REV 4.927% 04-15-2045 BEO TAXABLE	335,157	283,139
	MISSOURI ST HEALTH & EDL FACS AUTH EDL FACS REV 4.2% 10-01-2049 BEO TAXABLE	130,000	104,947
	PORT AUTH N Y & N J 4.81% 10-15-2065 BEOTAXABLE	50,000	44,892
	RUTGERS ST UNIV N J 3.27% DUE 05-01-2043 REG	50,000	39,319
	SAN FRANCISCO CA CITY & CNTY ARPTS FIXED 4.371% 09-01-2049 TAXABLE	355,000	294,438
	SAN FRANCISCO CALIF CY & CNTY PUB UTILS COMMN WTR REV 6 11-01-2040 BEO TAXABLE	149,246	153,310

Retirement Plan for Employees of S.C. Johnson & Son, Inc.

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

EIN: 39-0379990 Plan Number 002

December 31, 2024

(a)	(b), (c)	(d)	(e)
Identity of Issue, Borrower, Lessor, or Similar Party and Description of Investment		Cost	Current Value
SAN FRANCISCO CALIF CY & CNTY PUB UTILS COMMN WTR REV 6.95 11-01-2050 BEOTAXABLE		\$ 139,394	\$ 110,697
SOUTH CAROLINA ST HSG FIN & DEV AUTH MTGREV 4% 07-01-2037 BEO TAXABLE		103,773	97,715
TX NAT GAS SECURITIZATION FIN CORP 5.169% 04-01-2041		<u>190,000</u>	<u>187,109</u>
Total municipal obligations		<u>4,513,060</u>	<u>4,055,049</u>
		<u>\$ 438,187,114</u>	<u>\$ 402,842,643</u>

* A party in interest as defined by ERISA

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 26a Schedule of Active Participant Data as of January 1, 2024

Attained Age	Attained Years of Credited Service ¹										Total	
	Under 1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40 & Over		
Under 25	0	0	0	0	0	0	0	0	0	0	0	0
25-29	0	0	0	0	0	0	0	0	0	0	0	0
30-34	0	0	0	0	0	0	0	0	0	0	0	0
35-39	0	0	0	0	0	3	0	0	0	0	0	3
40-44	0	0	0	0	0	17	6	0	0	0	0	23
45-49	0	0	0	0	0	63	35	4	0	0	0	102
50-54	0	0	0	0	0	62	60	23	1	0	0	146
55-59	0	0	0	0	0	47	58	47	18	1	0	171
60-64	0	0	0	0	0	36	31	14	12	5	0	98
65-69	0	0	0	0	0	4	3	1	4	2	0	14
70 & over	0	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	232	193	89	35	8	0	557

¹ Age and service for purposes of determining category are based on exact (not rounded) values.
 Plan Name: Retirement Plan for Employees of S.C. Johnson & Son, Inc.
 EIN / PN: 39-0379990/002
 Plan Sponsor: S.C. Johnson & Son, Inc.
 Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Schedule SB, Part V Statement of Actuarial Assumptions/Methods

Actuarial Assumptions and Methods

Economic Assumptions

Interest rate basis:

- Applicable month January 2024 (Averaged through December 2023)
- Interest rate basis 3-Segment Rates

Interest rates:

	Reflecting corridors	Not reflecting corridors
• First segment rate	4.75%	4.37%
• Second segment rate	4.96%	4.96%
• Third segment rate	5.59%	4.95%
• Effective interest rate	5.09%	4.90%

Lump sum and annuity conversion interest rate January 2024 segment rates

Lump sum and annuity conversion mortality 2024 IRC 417(e)(3)

Annual rates of increase

- Compensation N/A
- Statutory limits on benefits 4.50%
- Cash balance interest crediting rate 4.00%
- Cost of living adjustment on benefits 3.00%
- **Administrative expenses** \$800,000

Plan Name: Retirement Plan for Employees of S.C. Johnson & Son, Inc.
EIN / PN: 39-0379990/002
Plan Sponsor: S.C. Johnson & Son, Inc.
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Demographic Assumptions

Inclusion date The valuation date coincident with or next following the date on which the employee becomes a participant.

New or rehired employees It was assumed there will be no new or rehired employees.

Mortality

- Healthy and disabled

The estimated 2024 liabilities reflecting final IRS 2024 regulations - IRS base 2012 tables and adjusted MP-2021 (COVID and cap), with separate rates for annuitants and non-annuitants projected forward using Scale MP-2021 with generational projection

Termination (not due to disability or retirement) rates The rates at which participants are assumed to terminate employment by age and gender are shown below:

Representative Termination Rates

Percentage leaving during the year

Attained Age	Males	Females
25	3.0%	6.5%
40	4.0%	4.5%
55	0.0%	0.0%

Disability rates

The rates at which participants are assumed to become disabled by age and gender are shown below:

Representative Disability Rates

Percentage becoming disabled during the year

Age	Males	Females
25	0.03%	0.03%
40	0.08%	0.13%
55	0.69%	0.64%

Plan Name: Retirement Plan for Employees of S.C. Johnson & Son, Inc.
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Plan Sponsor: S.C. Johnson & Son, Inc.
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Retirement

Rates varying by age, average age 58

Percentage retiring during the year	
Age	Rate
50-54	5%
55-57	10%
58-59	15%
60-61	20%
62-63	40%
64	30%
65-69	50%
70	100%

Benefit commencement date:

- Active Preretirement death benefit: Later of the death of the active participant or age 50 with 10 years of service
- Active termination benefit: Later of age 62 or termination of employment
- Active disability benefit: Later of age 65 or disablement
- Active retirement benefit: Upon termination of employment
- Inactive with deferred benefits: If less than 10 years of service, the later of age 65 or termination of employment, otherwise, age 62
- Inactive receiving benefits: Date elected by participant
- Form of payment:
- Active preretirement death benefit: 100% of participants elect a lump sum
- Active termination benefit: 100% of participants elect a lump sum
- Active disability benefit: 100% of participants elect a lump sum
- Active retirement benefit: 40% of participants elect an immediate lump sum, 20% elect a lump sum at age 62, 20% elect a single life annuity and 20% elect a 75% J&S annuity
- Inactive with deferred benefits: 80% of participants elect a lump sum and 20% elect a single life annuity

Plan Name: Retirement Plan for Employees of S.C. Johnson & Son, Inc.
 EIN / PN: 39-0379990/002
 Plan Sponsor: S.C. Johnson & Son, Inc.
 Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

• Inactive receiving benefits	Form of payment elected by the participant
Percent married	100% of males; 100% of females
Spouse age	Wife three years younger than husband
Timing of benefit payments	Annuity payments are payable monthly at the beginning of the month and lump sum payments are payable on date of decrement.
Timing of decrements	All decrements are assumed to take place at the middle of the year based on rounded age.
Funding policy	S.C. Johnson & Son, Inc.'s funding policy is to contribute an amount equal to the minimum required contribution. S.C. Johnson & Son, Inc. considers each year whether to contribute additional amounts (e.g., to reach certain funded status thresholds to avoid benefit restrictions, at-risk status, ERISA 4010 filings or other requirements).

Methods

Valuation date	First day of plan year (January 1, 2024)
Funding target	Present value of accrued benefits as required by regulations under IRC §430.
Target normal cost	Present value of benefits expected to accrue during the plan year plus plan-related expenses expected to be paid from plan assets during the plan year as required by regulations under IRC §430.
Actuarial value of assets	The actuarial value of assets is equal to the market value of assets plus the discounted value of contributions made after the valuation date for the prior plan year, discounted using the effective interest rate for the prior plan year.
Benefits not valued	All benefits described in the Summary of Plan Provisions section of this report were valued. WTW has reviewed the plan provisions with S.C. Johnson & Son, Inc. and, based on that review, is not aware of any significant benefits required to be valued that were not.

Plan Name: Retirement Plan for Employees of S.C. Johnson & Son, Inc.
EIN / PN: 39-0379990/002
Plan Sponsor: S.C. Johnson & Son, Inc.
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Lump sum conversion rate	Lump sum benefits are valued using an assumption for the plan's lump sum rate reflecting current conditions and that is not significantly inconsistent with what would be reasonable and consistent with other economic assumptions.
Administrative and investment expenses	Administrative expenses are estimated by adjusting the prior year assumption plus expected new expenses less expenses not expect to continue.
Assumed return for asset smoothing	Not applicable since the actuarial value of assets is equal to the market value of assets.

Assumption Rationale – Significant Demographic Assumptions

Healthy mortality	Assumptions used for funding purposes are as prescribed by IRC §430(h).
Disabled mortality	Assumptions used for funding purposes are as prescribed by IRC §430(h).
Termination	Termination rates are based on 2019 experience study and plan sponsor expectations for the future with periodic monitoring of observed gains and losses caused by termination patterns different than assumed. Assumed termination rates differ by age and gender because of expected differences in termination rates by age and gender.
Disability	Disability rates are based on plan sponsor expectations for the future with periodic monitoring of observed gains and losses caused by disability patterns different than assumed. Assumed disability rates differ by age and gender because of expected differences in disability rates by age and gender.
Retirement	Retirement rates are based on 2019 experience study and plan sponsor expectations for the future with periodic monitoring of observed gains and losses caused by retirement patterns different than assumed.

Plan Name: Retirement Plan for Employees of S.C. Johnson & Son, Inc.
EIN / PN: 39-0379990/002
Plan Sponsor: S.C. Johnson & Son, Inc.
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Benefit commencement date for deferred benefits:

- Preretirement death benefit Surviving spouses are assumed to begin benefits at the earliest permitted commencement date because ERISA requires benefits to start then unless the spouse elects to defer. If the spouse elects to defer, actuarial increases from the earliest commencement date must be given, so that a later commencement date is expected to be of approximately equal value, and experience indicates that most spouses do take the benefit as soon as it is available.
- Deferred vested benefit Deferred vested participants are assumed to begin benefits based on rates applied to a number of commencement ages based on an analysis of actual commencement patterns.

Form of payment

The percentage of retiring participants assumed to take lump sums is based on observed patterns of experience over the past several years.

Marital Assumptions

- Percent married 100% of active or deferred participants are assumed to be married because no benefits are forfeited upon participant death.
- Spouse age The assumed age difference for spouses is based on general population statistics on the age difference for married individuals of retirement age.

Source of Prescribed Methods

Funding methods

The methods used for funding purposes as described here, including the method of determining plan assets, are “prescribed methods set by law”, as defined in the actuarial standards of practice (ASOPs). These methods are required by IRC §430 or were selected by the plan sponsor from a range of methods permitted by IRC §430.

Plan Name: Retirement Plan for Employees of S.C. Johnson & Son, Inc.
EIN / PN: 39-0379990/002
Plan Sponsor: S.C. Johnson & Son, Inc.
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Changes in Assumptions and Methods for Contributions

- Change in assumptions since prior valuation**
- The segment interest rates used to calculate the funding target were updated from an applicable month of January 2023 to January 2024, as required by IRC §430.
 - The mortality tables used to calculate the funding target and target normal cost was updated to include one additional year of projected mortality improvement as required by IRC §430.
 - The lump sum conversion interest rates were updated to align with the interest rates used to calculate the funding target.
 - The lump sum conversion mortality table was updated from the 2023 IRS prescribed 417(e) mortality table to the 2024 IRS prescribed 417(e) mortality table.
 - The assumed plan-related expenses added to service cost were changed from \$1,500,000 to \$800,000 to account for lower expected expenses to be paid from the trust.
- Change in methods since prior valuation**
- None .

Plan Name: Retirement Plan for Employees of S.C. Johnson & Son, Inc.
EIN / PN: 39-0379990/002
Plan Sponsor: S.C. Johnson & Son, Inc.
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 32
Schedule of Amortization Bases
as of January 1, 2024

Type of Base	Date Established	Initial Amount	Remaining Amortization Period (Years)	Outstanding Balance	Amortization Payment
Shortfall	01/01/2023	64,003,322	14.00000	61,156,409	5,861,470
total				61,156,409	5,861,470

Plan Name: Retirement Plan for Employees of S.C. Johnson & Son, Inc.
EIN / PN: 39-0379990/002
Plan Sponsor: S.C. Johnson & Son, Inc.
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 24 Change in Actuarial Assumptions

- The assumed plan-related expenses added to service cost were changed from \$1,500,000 to \$800,000 to account for lower expected expenses to be paid from the trust.

Plan Name: Retirement Plan for Employees of S.C. Johnson & Son, Inc.
EIN / PN: 39-0379990/002
Plan Sponsor: S.C. Johnson & Son, Inc.
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Schedule SB – Statement by Enrolled Actuary

Plan Sponsor	S.C. Johnson & Son, Inc.
EIN/PN	39-0379990/002
Plan Name	Retirement Plan for Employees of S.C. Johnson & Son, Inc.
Valuation Date	January 1, 2024
Enrolled Actuary	Gordon A. Young
Enrollment Number	23-05802

The actuarial assumptions that are not mandated by IRC § 430 and regulations, represent the enrolled actuary's best estimate of anticipated experience under the plan, subject to the following conditions:

The actuarial valuation, on which the information in this Schedule SB is based, has been prepared in reliance upon the employee and financial data furnished by the plan administrator and the trustee. The enrolled actuary has not made a rigorous check of the accuracy of this information but has accepted it after reviewing it and concluding it is reasonable in relation to similar information furnished in previous years.

The plan sponsor elected to terminate the plan effective 12/31/2024. As a result, this will be the final Schedule SB for the plan.

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 26b Schedule of Projection of Expected Benefit Payments

Plan Year	Active Participants	Terminated Vested Participants	Retired Participants and Beneficiaries Receiving Payments	Total
2024	5,432,553	13,598,828	31,196,696	50,228,077
2025	4,703,493	3,152,327	30,437,734	38,293,554
2026	4,555,346	4,005,219	29,675,510	38,236,075
2027	4,291,464	4,770,639	28,830,745	37,892,848
2028	4,391,862	4,874,984	27,990,869	37,257,715
2029	4,189,964	2,988,079	27,191,774	34,369,817
2030	4,026,043	2,789,269	26,338,240	33,153,552
2031	3,642,774	3,376,710	25,461,077	32,480,561
2032	3,594,052	3,694,756	24,597,869	31,886,677
2033	3,342,618	4,285,438	23,697,833	31,325,889
2034	3,057,211	2,974,901	22,738,169	28,770,281
2035	2,843,547	2,449,649	21,738,943	27,032,139
2036	2,908,064	1,450,472	20,701,435	25,059,971
2037	2,608,904	1,675,006	19,606,692	23,890,602
2038	2,365,077	1,557,765	18,487,415	22,410,257
2039	2,459,936	1,598,065	17,362,169	21,420,170
2040	2,313,760	1,423,286	16,216,777	19,953,823
2041	2,063,447	1,214,502	15,052,553	18,330,502
2042	2,063,316	1,244,155	13,889,875	17,197,346
2043	1,936,043	828,750	12,733,298	15,498,091
2044	1,802,519	921,731	11,597,661	14,321,911
2045	1,767,815	837,343	10,499,642	13,104,800
2046	1,713,147	753,350	9,439,831	11,906,328
2047	1,598,669	752,208	8,427,222	10,778,099
2048	1,542,869	691,157	7,467,938	9,701,964
2049	1,484,575	613,569	6,567,585	8,665,729
2050	1,416,377	580,136	5,730,448	7,726,961
2051	1,352,330	545,196	4,959,538	6,857,064
2052	1,285,796	509,051	4,256,493	6,051,340
2053	1,216,676	472,069	3,621,766	5,310,511
2054	1,144,953	434,667	3,054,647	4,634,267
2055	1,070,948	397,270	2,553,256	4,021,474
2056	995,419	360,307	2,114,811	3,470,537
2057	918,852	324,183	1,735,678	2,978,713
2058	841,991	289,279	1,411,536	2,542,806
2059	765,644	255,946	1,137,608	2,159,198
2060	690,633	224,494	908,796	1,823,923
2061	617,766	195,177	719,895	1,532,838
2062	547,811	168,178	565,763	1,281,752
2063	481,443	143,606	441,453	1,066,502
2064	419,236	121,503	342,330	883,069
2065	361,640	101,852	264,161	727,653
2066	308,966	84,577	203,168	596,711
2067	261,377	69,560	156,036	486,973
2068	218,915	56,644	119,921	395,480
2069	181,495	45,658	92,442	319,595
2070	148,924	36,419	71,645	256,988
2071	120,926	28,738	55,964	205,628
2072	97,155	22,428	44,153	163,736
2073	77,218	17,306	35,248	129,772

Plan Name: Retirement Plan for Employees of S.C. Johnson & Son, Inc.
EIN / PN: 39-0379990/002
Plan Sponsor: S.C. Johnson & Son, Inc.
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 22 Description of Weighted Average Retirement Age as of January 1, 2024

(1) Assumed Retirement Age	(2) Probability of Retirement	(3) Expected Retirements Based on 100 Lives	(4) Remaining Based on 100 Lives	(5) Columns (1)*(3)
			100.0	
50	5%	5.0	95.0	250.0
51	5%	4.7	90.3	239.7
52	5%	4.6	85.7	239.2
53	5%	4.2	81.5	222.6
54	5%	4.1	77.4	221.4
55	10%	7.8	69.6	429.0
56	10%	6.9	62.7	386.4
57	10%	6.3	56.4	359.1
58	15%	8.5	47.9	493.0
59	15%	7.1	40.8	418.9
60	20%	8.2	32.6	492.0
61	20%	6.5	26.1	396.5
62	40%	10.4	15.7	644.8
63	40%	6.3	9.4	396.9
64	30%	2.8	6.6	179.2
65	50%	3.3	3.3	214.5
66	50%	1.7	1.6	112.2
67	50%	0.8	0.8	53.6
68	50%	0.4	0.4	27.2
69	50%	0.2	0.2	13.8
70	100%	0.2	0.0	14.0
		100.0		5804.0
		Average Retirement Age (5)/(3)=		58.04

Plan Name: Retirement Plan for Employees of S.C. Johnson & Son, Inc.
 EIN / PN: 39-0379990/002
 Plan Sponsor: S.C. Johnson & Son, Inc.
 Valuation Date: January 1, 2024

Form 5500

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security
Administration

Pension Benefit Guaranty Corporation

Annual Return/Report of Employee Benefit Plan

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

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

OMB Nos. 1210 - 0110
1210 - 0089

2024

This Form is Open to Public Inspection

Part I Annual Report Identification Information

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



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

Part II Basic Plan Information - enter all requested information

1a Name of plan RETIREMENT PLAN FOR EMPLOYEES OF S.C. JOHNSON & SO	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 60%;">1b Three-digit plan number (PN) ▶</td> <td style="width: 40%; text-align: center;">002</td> </tr> <tr> <td>1c Effective date of plan</td> <td style="text-align: center;">03/13/1934</td> </tr> <tr> <td>2b Employer Identification Number (EIN)</td> <td style="text-align: center;">39-0379990</td> </tr> <tr> <td>2c Plan Sponsor's telephone number</td> <td style="text-align: center;">262-260-2000</td> </tr> <tr> <td>2d Business code (see instructions)</td> <td style="text-align: center;">325600</td> </tr> </table>	1b Three-digit plan number (PN) ▶	002	1c Effective date of plan	03/13/1934	2b Employer Identification Number (EIN)	39-0379990	2c Plan Sponsor's telephone number	262-260-2000	2d Business code (see instructions)	325600
1b Three-digit plan number (PN) ▶	002										
1c Effective date of plan	03/13/1934										
2b Employer Identification Number (EIN)	39-0379990										
2c Plan Sponsor's telephone number	262-260-2000										
2d Business code (see instructions)	325600										
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) S.C. JOHNSON & SON, INC. 1525 HOWE STREET RACINE WI 53403-2237											

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

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

SIGN HERE		10/8/2025	BRIAN GLASER
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE		10/7/25	DAVID ISAACSON
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

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

Form 5500 (2024)
v. 240311

3a Plan administrator's name and address Same as Plan Sponsor
 S.C. JOHNSON & SON, INC.

1525 HOWE STREET
 RACINE WI 53403-2237

3b Administrator's EIN
 39-0379990

3c Administrator's telephone number
 262-260-2000

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:

4b EIN

4d PN

- a** Sponsor's name
- c** Plan Name

5 Total number of participants at the beginning of the plan year	5	3,035
6 Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines 6a(1), 6a(2), 6b, 6c, and 6d).		
a(1) Total number of active participants at the beginning of the plan year	6a(1)	557
a(2) Total number of active participants at the end of the plan year	6a(2)	484
b Retired or separated participants receiving benefits	6b	1,631
c Other retired or separated participants entitled to future benefits	6c	460
d Subtotal. Add lines 6a(2), 6b, and 6c	6d	2,575
e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits	6e	338
f Total. Add lines 6d and 6e	6f	2,913
g(1) Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item)	6g(1)	
(2) Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)	6g(2)	
h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested	6h	0
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	7	

8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions:
 1C 1I

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

9a Plan funding arrangement (check all that apply)

- (1) Insurance
- (2) Code section 412(e)(3) insurance contracts
- (3) Trust
- (4) General assets of the sponsor

9b Plan benefit arrangement (check all that apply)

- (1) Insurance
- (2) Code section 412(e)(3) insurance contracts
- (3) Trust
- (4) General assets of the sponsor

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

a Pension Schedules

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

b General Schedules

- (1) **H** (Financial Information)
- (2) **I** (Financial Information - Small Plan)
- (3) **A** (Insurance Information) - Number Attached 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 _____

Multiple-Employer Plan Participant Employer Information

Retirement Plan for Employees of S.C. Johnson & Son, Inc. - EIN 39-0379990 PN: 002

Name of Participant Employer	EIN	Percent of Total Contribution
S.C. Johnson & Son, Inc.	39-0379990	99.6%
Johnson Keland Management, Inc.	39-1257967	0.4%

Retirement Plan for Employees of S.C. Johnson & Son, Inc.

Schedule H, Line 4(j) - Schedule of Reportable Transactions

EIN: 39-0379990 Plan Number: 002

Year Ended December 31, 2024

(a) Identity of Party	(b) Description of Asset	(c) Purchase Price	(d) Selling Price	(e) Lease Rental	(f) Expenses	(g) Cost	(h) Current Value	(i) Net Gain/ (Loss)
Category 1 - Single Transactions								
Exceeds 5% of value								
*	Purchases:	NT COLLECTIVE GOVT SHORT TERM INVT FD	\$ 25,017,572	\$ -	\$ -	\$ -	\$ 25,017,572	\$ -
		NT COLLECTIVE GOVT SHORT TERM INVT FD	29,988,000	-	-	-	29,988,000	-
		NT COLLECTIVE SHORT TERM INVT FD	31,018,418	-	-	-	31,018,418	-
*	Sales	NT COLLECTIVE GOVT SHORT TERM INVT FD	-	36,456,400	-	-	36,456,400	-
		NT COLLECTIVE SHORT TERM INVT FD	-	30,045,549	-	-	30,045,549	-
		MFO VANGUARD INSTL INDEX FD SH BEN	-	25,017,562	-	-	12,026,695	25,017,572
								12,990,877

Retirement Plan for Employees of S.C. Johnson & Son, Inc.

Schedule H, Line 4(j) - Schedule of Reportable Transactions

EIN: 39-0379990 Plan Number: 002

Year Ended December 31, 2024

(a) Identity of Party	(b) Description of Asset	(c) Purchase Price	(d) Selling Price	(e) Lease Rental	(f) Expenses	(g) Cost	(h) Current Value	(i) Net Gain/ (Loss)
Category 3 - Series Transactions								
Exceeds 5% of value								
*	Purchases:	MFO VANGUARD INSTL INDEX FD SH BEN INT 4 purchases	\$ 229,777	\$ -	\$ -	\$ -	\$ 229,777	\$ -
		NT COLLECTIVE GOVT SHORT TERM INVT FD 316 purchases	245,488,905	-	-	-	245,488,905	-
		NT COLLECTIVE SHORT TERM INVT FD 243 purchases	98,898,143	-	-	-	98,898,143	-
		UNITED STATES TREAS NTS T-NOTE 4.375% 11 -30-2028 6 purchases	11,685,619	-	-	-	11,685,619	-
*	Sales:	JPMCB CORE BOND FD 5 sales	-	22,489,510	-	-	18,335,751	-
		MFO VANGUARD INSTL INDEX FD SH BEN INT 2 sales	-	30,017,572	-	-	14,784,171	-
		NT COLLECTIVE GOVT SHORT TERM INVT FD 129 purchases	-	173,709,847	-	-	173,709,847	-
		NT COLLECTIVE SHORT TERM INVT FD 221 sales	-	94,618,039	-	-	94,618,039	-
		UNITED STATES TREAS NTS T-NOTE 4.375% 11 -30-2028 3 sales	-	11,615,759	-	-	11,615,759	-

*A party in interest as defined by ERISA.

There were no plan transactions or series transactions during 2024 that are classified as Category 2 or Category 4.

**SCHEDULE SB
(Form 5500)**

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration
Pension Benefit Guaranty Corporation

**Single-Employer Defined Benefit Plan
Actuarial Information**

This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code).

▶ **File as an attachment to Form 5500 or 5500-SF.**

OMB No. 1210-0110

2024

This Form is Open to Public Inspection

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

▶ **Round off amounts to nearest dollar.**

▶ **Caution:** A penalty of \$1,000 will be assessed for late filing of this report unless reasonable cause is established.

A Name of plan RETIREMENT PLAN FOR EMPLOYEES OF S.C. JOHNSON & SON, INC.		B Three-digit plan number (PN) ▶	002
C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF S.C. JOHNSON & SON, INC.		D Employer Identification Number (EIN) 39-0379990	
E Type of plan: <input type="checkbox"/> Single <input type="checkbox"/> Multiple-A <input checked="" type="checkbox"/> Multiple-B		F Prior year plan size: <input type="checkbox"/> 100 or fewer <input type="checkbox"/> 101-500 <input checked="" type="checkbox"/> More than 500	

Part I Basic Information

1 Enter the valuation date:	Month <u>01</u> Day <u>01</u> Year <u>2024</u>
2 Assets:	
a Market value	2a 439,520,087
b Actuarial value	2b 439,520,087
3 Funding target/participant count breakdown	
	(1) Number of participants (2) Vested Funding Target (3) Total Funding Target
a For retired participants and beneficiaries receiving payment	2,009 334,340,493 334,340,493
b For terminated vested participants	526 50,341,681 50,341,681
c For active participants	557 51,101,397 51,970,213
d Total	3,092 435,783,571 436,652,387
4 If the plan is in at-risk status, check the box and complete lines (a) and (b)	<input type="checkbox"/>
a Funding target disregarding prescribed at-risk assumptions	4a
b Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor	4b
5 Effective interest rate	5 5.09%
6 Target normal cost	
a Present value of current plan year accruals	6a 0
b Expected plan-related expenses	6b 800,000
c Target normal cost	6c 800,000

Statement by Enrolled Actuary

To the best of my knowledge, the information supplied in this schedule and accompanying schedules, statements and attachments, if any, is complete and accurate. Each prescribed assumption was applied in accordance with applicable law and regulations. In my opinion, each other assumption is reasonable (taking into account the experience of the plan and reasonable expectations) and such other assumptions, in combination, offer my best estimate of anticipated experience under the plan.

SIGN HERE	<u>GAY</u>	<u>9/5/2025</u>
	Signature of actuary	Date
Gordon A. Young, FSA, EA		2305802
	Type or print name of actuary	Most recent enrollment number
Willis Towers Watson US LLC		262-780-3120
	Firm name	Telephone number (including area code)
111 E. Kilbourn Avenue Suite 1850 Milwaukee WI 53202		
	Address of the firm	

If the actuary has not fully reflected any regulation or ruling promulgated under the statute in completing this schedule, check the box and see instructions

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

Schedule SB (Form 5500) 2024
v. 240311

Part II		Beginning of Year Carryover and Prefunding Balances	
		(a) Carryover balance	(b) Prefunding balance
7	Balance at beginning of prior year after applicable adjustments (line 13 from prior year)	55,114,865	0
8	Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	7,361,470	0
9	Amount remaining (line 7 minus line 8)	47,753,395	0
10	Interest on line 9 using prior year's actual return of <u>8.11</u> %	3,872,800	0
11	Prior year's excess contributions to be added to prefunding balance:		
	a Present value of excess contributions (line 38a from prior year)		0
	b(1) Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of <u>5.16</u> %		0
	b(2) Interest on line 38b from prior year Schedule SB, using prior year's actual return		0
	c Total available at beginning of current plan year to add to prefunding balance		0
	d Portion of (c) to be added to prefunding balance		0
12	Other reductions in balances due to elections or deemed elections	0	0
13	Balance at beginning of current year (line 9 + line 10 + line 11d - line 12)	51,626,195	0

Part III		Funding Percentages	
14	Funding target attainment percentage	14	88.83 %
15	Adjusted funding target attainment percentage	15	100.65 %
16	Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to reduce current year's funding requirement	16	98.05 %
17	If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage	17	%

Part IV		Contributions and Liquidity Shortfalls				
18 Contributions made to the plan for the plan year by employer(s) and employees:						
(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees	(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees	
Totals ▶			18(b)	0	18(c)	0

19	Discounted employer contributions – see instructions for small plan with a valuation date after the beginning of the year:		
	a Contributions allocated toward unpaid minimum required contributions from prior years	19a	0
	b Contributions made to avoid restrictions adjusted to valuation date	19b	0
	c Contributions allocated toward minimum required contribution for current year adjusted to valuation date	19c	0

20	Quarterly contributions and liquidity shortfalls:		
	a Did the plan have a "funding shortfall" for the prior year?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
	b If line 20a is "Yes," were required quarterly installments for the current year made in a timely manner?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
	c If line 20a is "Yes," see instructions and complete the following table as applicable:		
Liquidity shortfall as of end of quarter of this plan year			
(1) 1st	(2) 2nd	(3) 3rd	(4) 4th
0	0	0	0

Part V Assumptions Used to Determine Funding Target and Target Normal Cost

21 Discount rate:

a Segment rates:	1st segment: 4.75 %	2nd segment: 4.96 %	3rd segment: 5.59 %	<input type="checkbox"/> N/A, full yield curve used
-------------------------	------------------------	------------------------	------------------------	---

b Applicable month (enter code) **21b** 0

22 Weighted average retirement age **22** 58

23 Mortality table(s) (see instructions) Prescribed - combined Prescribed - separate Substitute

Part VI Miscellaneous Items

24 Has a change been made in the non-prescribed actuarial assumptions for the current plan year? If "Yes," see instructions regarding required attachment Yes No

25 Has a method change been made for the current plan year? If "Yes," see instructions regarding required attachment Yes No

26 Demographic and benefit information

a Is the plan required to provide a Schedule of Active Participants? If "Yes," see instructions regarding required attachment. Yes No

b Is the plan required to provide a projection of expected benefit payments? If "Yes," see instructions regarding required attachment ... Yes No

27 If the plan is subject to alternative funding rules, enter applicable code and see instructions regarding attachment **27**

Part VII Reconciliation of Unpaid Minimum Required Contributions For Prior Years

28 Unpaid minimum required contributions for all prior years	28	0
29 Discounted employer contributions allocated toward unpaid minimum required contributions from prior years (line 19a).....	29	0
30 Remaining amount of unpaid minimum required contributions (line 28 minus line 29).....	30	0

Part VIII Minimum Required Contribution For Current Year

31 Target normal cost and excess assets (see instructions):

a Target normal cost (line 6c).....	31a	800,000
b Excess assets, if applicable, but not greater than line 31a	31b	0

32 Amortization installments:

	Outstanding Balance	Installment
a Net shortfall amortization installment	61,156,409	5,861,470
b Waiver amortization installment	0	0

33 If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____) and the waived amount **33**

34 Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33).....	34	6,661,470
---	-----------	-----------

	Carryover balance	Prefunding balance	Total balance
35 Balances elected for use to offset funding requirement	6,661,470	0	6,661,470

36 Additional cash requirement (line 34 minus line 35)..... **36** 0

37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c)..... **37** 0

38 Present value of excess contributions for current year (see instructions)

a Total (excess, if any, of line 37 over line 36).....	38a	0
b Portion included in line 38a attributable to use of prefunding and funding standard carryover balances	38b	0

39 Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37)..... **39** 0

40 Unpaid minimum required contributions for all years **40** 0

Part IX Pension Funding Relief Under the American Rescue Plan Act of 2021 (See Instructions)

41 If an election was made to use the extended amortization rule for a plan year beginning on or before December 31, 2021, check the box to indicate the first plan year for which the rule applies. 2019 2020 2021