

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, the first return/report, the final return/report, an amended return/report, a short plan year return/report.
B This return/report is: the first return/report, the final return/report, an amended return/report, a short plan year return/report.
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.
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: TUV SUD AMERICA, INC. 401K SAVINGS PLAN
1b Three-digit plan number (PN): 001
1c Effective date of plan: 01/01/1991
2a Plan sponsor's name, mailing address, city or town, state or province, country, and ZIP or foreign postal code.
2b Employer Identification Number (EIN): 04-2951698
2c Plan Sponsor's telephone number: 978-739-7003
2d Business code (see instructions): 541990

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

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

Table with 4 columns: SIGN HERE, Signature of plan administrator, Date, Enter name of individual signing as plan administrator. Includes rows for employer/plan sponsor and DFE.

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

Form 5500 (2024) v. 240311

<b>3a</b> Plan administrator's name and address <input checked="" type="checkbox"/> Same as Plan Sponsor	<b>3b</b> Administrator's EIN	
	<b>3c</b> Administrator's telephone number	
<b>4</b> 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: <b>a</b> Sponsor's name <b>c</b> Plan Name	<b>4b</b> EIN	
	<b>4d</b> PN	
<b>5</b> Total number of participants at the beginning of the plan year	<b>5</b>	799
<b>6</b> Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines <b>6a(1)</b> , <b>6a(2)</b> , <b>6b</b> , <b>6c</b> , and <b>6d</b> ). <b>a(1)</b> Total number of active participants at the beginning of the plan year ..... <b>a(2)</b> Total number of active participants at the end of the plan year ..... <b>b</b> Retired or separated participants receiving benefits..... <b>c</b> Other retired or separated participants entitled to future benefits ..... <b>d</b> Subtotal. Add lines <b>6a(2)</b> , <b>6b</b> , and <b>6c</b> ..... <b>e</b> Deceased participants whose beneficiaries are receiving or are entitled to receive benefits. .... <b>f</b> Total. Add lines <b>6d</b> and <b>6e</b> ..... <b>g(1)</b> Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item) ..... <b>g(2)</b> Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item) ..... <b>h</b> Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested.....	<b>6a(1)</b>	592
	<b>6a(2)</b>	892
	<b>6b</b>	2
	<b>6c</b>	269
	<b>6d</b>	1163
	<b>6e</b>	6
	<b>6f</b>	1169
	<b>6g(1)</b>	750
<b>6g(2)</b>	1095	
<b>6h</b>	84	
<b>7</b> Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item) .....	<b>7</b>	

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

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

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

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

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

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

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

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**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.

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**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 \_\_\_\_\_

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<p><b>SCHEDULE A</b> <b>(Form 5500)</b></p> <p>Department of the Treasury Internal Revenue Service</p> <hr/> <p>Department of Labor Employee Benefits Security Administration</p> <hr/> <p>Pension Benefit Guaranty Corporation</p>	<p><b>Insurance Information</b></p> <p>This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA).</p> <p>▶ <b>File as an attachment to Form 5500.</b></p> <p>▶ Insurance companies are required to provide the information pursuant to ERISA section 103(a)(2).</p>	<p>OMB No. 1210-0110</p> <hr/> <p><b>2024</b></p> <hr/> <p><b>This Form is Open to Public Inspection</b></p>
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For calendar plan year 2024 or fiscal plan year beginning **01/01/2024** and ending **12/31/2024**

<p><b>A</b> Name of plan <b>TUV SUD AMERICA, INC. 401K SAVINGS PLAN</b></p>	<p><b>B</b> Three-digit plan number (PN) ▶</p>	<p><b>001</b></p>
<p><b>C</b> Plan sponsor's name as shown on line 2a of Form 5500 <b>TUV SUD AMERICA, INC.</b></p>	<p><b>D</b> Employer Identification Number (EIN) <b>04-2951698</b></p>	

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

**1 Coverage Information:**

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

(b) EIN	(c) NAIC code	(d) Contract or identification number	(e) Approximate number of persons covered at end of policy or contract year	Policy or contract year	
				(f) From	(g) To
71-0294708	86509	ZH9186	1278	01/01/2024	12/31/2024

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

<p><b>(a)</b> Total amount of commissions paid <b>125455</b></p>	<p><b>(b)</b> Total amount of fees paid <b>0</b></p>
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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  
**MORGAN STANLEY SMITH BARNEY LLC** **1 NEW YORK PLZ FL 12**  
**NEW YORK, NY 10004**

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	
125455			3

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

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

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

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

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

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

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

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

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

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

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

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

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

<b>4</b> Current value of plan's interest under this contract in the general account at year end .....	<b>4</b>	8526238
<b>5</b> Current value of plan's interest under this contract in separate accounts at year end.....	<b>5</b>	121080628

**6** Contracts With Allocated Funds:

**a** State the basis of premium rates ▶

<b>b</b> Premiums paid to carrier .....	<b>6b</b>	
<b>c</b> Premiums due but unpaid at the end of the year .....	<b>6c</b>	
<b>d</b> 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 ▶	<b>6d</b>	

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

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

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

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

**b** Balance at the end of the previous year ..... **7b** 5217965

<b>c</b> Additions: (1) Contributions deposited during the year .....	<b>7c(1)</b>	285296
	<b>7c(2)</b>	
	<b>7c(3)</b>	145481
	<b>7c(4)</b>	118702
	<b>7c(5)</b>	4918996
▶ *		

(6) Total additions ..... **7c(6)** 5468475

**d** Total of balance and additions (add lines **7b** and **7c(6)**) ..... **7d** 10686440

<b>e</b> Deductions: (1) Disbursed from fund to pay benefits or purchase annuities during year (2) Administration charge made by carrier..... (3) Transferred to separate account .....	<b>7e(1)</b>	1055442
	<b>7e(2)</b>	22628
	<b>7e(3)</b>	
	<b>7e(4)</b>	24634
▶ *		

(5) Total deductions ..... **7e(5)** 1102704

**f** Balance at the end of the current year (subtract line **7e(5)** from line **7d**)..... **7f** 9583736

**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:

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

**10** Nonexperience-rated contracts:

<b>a</b>	Total premiums or subscription charges paid to carrier .....	<b>10a</b>	
<b>b</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. ....	<b>10b</b>	

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. ▶

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

<b>A</b> Name of plan TUV SUD AMERICA, INC. 401K SAVINGS PLAN	<b>B</b> Three-digit plan number (PN) ▶	001
<b>C</b> Plan sponsor's name as shown on line 2a of Form 5500 TUV SUD AMERICA, INC.	<b>D</b> Employer Identification Number (EIN) 04-2951698	

**Part I Service Provider Information (see instructions)**

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

**1 Information on Persons Receiving Only Eligible Indirect Compensation**

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

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

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

VOYA RETIREMENT INSURANCE & ANNUITY

71-0294708

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

VOYA RETIREMENT INSURANCE & ANNUITY

71-0294708

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

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

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

KAHN, LITWIN, CO., LTD

05-0409384

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
99	SERVICE PROVIDER	18057	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

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

VOYA RETIREMENT INSURANCE & ANNUITY

71-0294708

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
64 99	SERVICE PROVIDER	800	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	128	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>

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

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

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

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

<b>(a)</b> Enter service provider name as it appears on line 2	<b>(b)</b> Service Codes (see instructions)	<b>(c)</b> Enter amount of indirect compensation
<b>(d)</b> Enter name and EIN (address) of source of indirect compensation	<b>(e)</b> Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
<b>(a)</b> Enter service provider name as it appears on line 2	<b>(b)</b> Service Codes (see instructions)	<b>(c)</b> Enter amount of indirect compensation
<b>(d)</b> Enter name and EIN (address) of source of indirect compensation	<b>(e)</b> Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
<b>(a)</b> Enter service provider name as it appears on line 2	<b>(b)</b> Service Codes (see instructions)	<b>(c)</b> Enter amount of indirect compensation
<b>(d)</b> Enter name and EIN (address) of source of indirect compensation	<b>(e)</b> 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.

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

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

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

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

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

<b>(a)</b> Enter name and EIN or address of service provider (see instructions)	<b>(b)</b> Nature of Service Code(s)	<b>(c)</b> 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)

<b>a</b> Name:	<b>b</b> EIN:
<b>c</b> Position:	
<b>d</b> Address:	<b>e</b> Telephone:

Explanation:

<b>a</b> Name:	<b>b</b> EIN:
<b>c</b> Position:	
<b>d</b> Address:	<b>e</b> Telephone:

Explanation:

<b>a</b> Name:	<b>b</b> EIN:
<b>c</b> Position:	
<b>d</b> Address:	<b>e</b> Telephone:

Explanation:

<b>a</b> Name:	<b>b</b> EIN:
<b>c</b> Position:	
<b>d</b> Address:	<b>e</b> Telephone:

Explanation:

<b>a</b> Name:	<b>b</b> EIN:
<b>c</b> Position:	
<b>d</b> Address:	<b>e</b> Telephone:

Explanation:

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

<b>A</b> Name of plan <u>TUV SUD AMERICA, INC. 401K SAVINGS PLAN</u>	<b>B</b> Three-digit plan number (PN)	<u>001</u>
<b>C</b> Plan or DFE sponsor's name as shown on line 2a of Form 5500 <u>TUV SUD AMERICA, INC.</u>	<b>D</b> Employer Identification Number (EIN) <u>04-2951698</u>	

<b>Part I</b>	<b>Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs)</b> (Complete as many entries as needed to report all interests in DFEs)
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<b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE: <u>VARIABLE ANNUITY ACCOUNT D</u>		
<b>b</b> Name of sponsor of entity listed in (a): <u>VOYA RETIREMENT INSURANCE &amp; ANNUITY CO</u>		
<b>c</b> EIN-PN <u>71-0294708-000</u>	<b>d</b> Entity code <u>P</u>	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>121080628</u>
<b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE:		
<b>b</b> Name of sponsor of entity listed in (a):		
<b>c</b> EIN-PN	<b>d</b> Entity code	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
<b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE:		
<b>b</b> Name of sponsor of entity listed in (a):		
<b>c</b> EIN-PN	<b>d</b> Entity code	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
<b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE:		
<b>b</b> Name of sponsor of entity listed in (a):		
<b>c</b> EIN-PN	<b>d</b> Entity code	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
<b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE:		
<b>b</b> Name of sponsor of entity listed in (a):		
<b>c</b> EIN-PN	<b>d</b> Entity code	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
<b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE:		
<b>b</b> Name of sponsor of entity listed in (a):		
<b>c</b> EIN-PN	<b>d</b> Entity code	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
<b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE:		
<b>b</b> Name of sponsor of entity listed in (a):		
<b>c</b> EIN-PN	<b>d</b> Entity code	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

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

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

**c** EIN-PN

**d** Entity code

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

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

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

**c** EIN-PN

**d** Entity code

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

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

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

**c** EIN-PN

**d** Entity code

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

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

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

**c** EIN-PN

**d** Entity code

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

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

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

**c** EIN-PN

**d** Entity code

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

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

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

**c** EIN-PN

**d** Entity code

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

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

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

**c** EIN-PN

**d** Entity code

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

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

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

**c** EIN-PN

**d** Entity code

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

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

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

**c** EIN-PN

**d** Entity code

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

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

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

**c** EIN-PN

**d** Entity code

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



<b>SCHEDULE H</b> <b>(Form 5500)</b>  <small>Department of the Treasury Internal Revenue Service</small>  <small>Department of Labor Employee Benefits Security Administration</small>  <small>Pension Benefit Guaranty Corporation</small>	<b>Financial Information</b>  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).  <b>▶ File as an attachment to Form 5500.</b>	<small>OMB No. 1210-0110</small>  <b>2024</b>  <b>This Form is Open to Public Inspection</b>
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For calendar plan year 2024 or fiscal plan year beginning <b>01/01/2024</b> and ending <b>12/31/2024</b>	
<b>A</b> Name of plan TUV SUD AMERICA, INC. 401K SAVINGS PLAN	<b>B</b> Three-digit plan number (PN) ▶ 001
<b>C</b> Plan sponsor's name as shown on line 2a of Form 5500 TUV SUD AMERICA, INC.	<b>D</b> Employer Identification Number (EIN) 04-2951698

<b>Part I</b>	<b>Asset and Liability Statement</b>
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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
<b>Assets</b>			
<b>a</b> Total noninterest-bearing cash .....	<b>1a</b>		
<b>b</b> Receivables (less allowance for doubtful accounts):			
<b>(1)</b> Employer contributions .....	<b>1b(1)</b>		
<b>(2)</b> Participant contributions .....	<b>1b(2)</b>		
<b>(3)</b> Other .....	<b>1b(3)</b>		
<b>c</b> General investments:			
<b>(1)</b> Interest-bearing cash (include money market accounts & certificates of deposit) .....	<b>1c(1)</b>	83977	127438
<b>(2)</b> U.S. Government securities .....	<b>1c(2)</b>		
<b>(3)</b> Corporate debt instruments (other than employer securities):			
<b>(A)</b> Preferred .....	<b>1c(3)(A)</b>		
<b>(B)</b> All other .....	<b>1c(3)(B)</b>		
<b>(4)</b> Corporate stocks (other than employer securities):			
<b>(A)</b> Preferred .....	<b>1c(4)(A)</b>		
<b>(B)</b> Common .....	<b>1c(4)(B)</b>		
<b>(5)</b> Partnership/joint venture interests .....	<b>1c(5)</b>		
<b>(6)</b> Real estate (other than employer real property) .....	<b>1c(6)</b>		
<b>(7)</b> Loans (other than to participants) .....	<b>1c(7)</b>		
<b>(8)</b> Participant loans .....	<b>1c(8)</b>	367681	677211
<b>(9)</b> Value of interest in common/collective trusts .....	<b>1c(9)</b>		
<b>(10)</b> Value of interest in pooled separate accounts .....	<b>1c(10)</b>		
<b>(11)</b> Value of interest in master trust investment accounts .....	<b>1c(11)</b>		
<b>(12)</b> Value of interest in 103-12 investment entities .....	<b>1c(12)</b>		
<b>(13)</b> Value of interest in registered investment companies (e.g., mutual funds) .....	<b>1c(13)</b>	66246755	120953190
<b>(14)</b> Value of funds held in insurance company general account (unallocated contracts) .....	<b>1c(14)</b>	5217966	9583736
<b>(15)</b> Other .....	<b>1c(15)</b>		

<b>1d</b> Employer-related investments:		(a) Beginning of Year	(b) End of Year
(1) Employer securities.....	<b>1d(1)</b>		
(2) Employer real property.....	<b>1d(2)</b>		
<b>e</b> Buildings and other property used in plan operation.....	<b>1e</b>		
<b>f</b> Total assets (add all amounts in lines 1a through 1e).....	<b>1f</b>	71916379	131341575
<b>Liabilities</b>			
<b>g</b> Benefit claims payable.....	<b>1g</b>		
<b>h</b> Operating payables.....	<b>1h</b>		
<b>i</b> Acquisition indebtedness.....	<b>1i</b>		
<b>j</b> Other liabilities.....	<b>1j</b>		
<b>k</b> Total liabilities (add all amounts in lines 1g through 1j).....	<b>1k</b>	0	0
<b>Net Assets</b>			
<b>l</b> Net assets (subtract line 1k from line 1f).....	<b>1l</b>	71916379	131341575

**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.

<b>Income</b>		(a) Amount	(b) Total
<b>a Contributions:</b>			
(1) Received or receivable in cash from: <b>(A)</b> Employers.....	<b>2a(1)(A)</b>	1597424	
<b>(B)</b> Participants.....	<b>2a(1)(B)</b>	5580789	
<b>(C)</b> Others (including rollovers).....	<b>2a(1)(C)</b>	1198332	
(2) Noncash contributions.....	<b>2a(2)</b>		
(3) Total contributions. Add lines <b>2a(1)(A)</b> , <b>(B)</b> , <b>(C)</b> , and line <b>2a(2)</b> .....	<b>2a(3)</b>		8376545
<b>b Earnings on investments:</b>			
<b>(1) Interest:</b>			
<b>(A)</b> Interest-bearing cash (including money market accounts and certificates of deposit).....	<b>2b(1)(A)</b>		
<b>(B)</b> U.S. Government securities.....	<b>2b(1)(B)</b>		
<b>(C)</b> Corporate debt instruments.....	<b>2b(1)(C)</b>		
<b>(D)</b> Loans (other than to participants).....	<b>2b(1)(D)</b>		
<b>(E)</b> Participant loans.....	<b>2b(1)(E)</b>	42249	
<b>(F)</b> Other.....	<b>2b(1)(F)</b>	121092	
<b>(G)</b> Total interest. Add lines <b>2b(1)(A)</b> through <b>(F)</b> .....	<b>2b(1)(G)</b>		163341
<b>(2) Dividends:</b>			
<b>(A)</b> Preferred stock.....	<b>2b(2)(A)</b>		
<b>(B)</b> Common stock.....	<b>2b(2)(B)</b>		
<b>(C)</b> Registered investment company shares (e.g. mutual funds).....	<b>2b(2)(C)</b>		
<b>(D)</b> Total dividends. Add lines <b>2b(2)(A)</b> , <b>(B)</b> , and <b>(C)</b> .....	<b>2b(2)(D)</b>		0
(3) Rents.....	<b>2b(3)</b>		
<b>(4) Net gain (loss) on sale of assets:</b>			
<b>(A)</b> Aggregate proceeds.....	<b>2b(4)(A)</b>		
<b>(B)</b> Aggregate carrying amount (see instructions).....	<b>2b(4)(B)</b>		
<b>(C)</b> Subtract line <b>2b(4)(B)</b> from line <b>2b(4)(A)</b> and enter result.....	<b>2b(4)(C)</b>		
<b>(5) Unrealized appreciation (depreciation) of assets:</b>			
<b>(A)</b> Real estate.....	<b>2b(5)(A)</b>		
<b>(B)</b> Other.....	<b>2b(5)(B)</b>		
<b>(C)</b> Total unrealized appreciation of assets. Add lines <b>2b(5)(A)</b> and <b>(B)</b> .....	<b>2b(5)(C)</b>		

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts .....	<b>2b(6)</b>		
(7) Net investment gain (loss) from pooled separate accounts .....	<b>2b(7)</b>		11394990
(8) Net investment gain (loss) from master trust investment accounts .....	<b>2b(8)</b>		
(9) Net investment gain (loss) from 103-12 investment entities .....	<b>2b(9)</b>		
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds) .....	<b>2b(10)</b>		
<b>c</b> Other income .....	<b>2c</b>		23400
<b>d</b> Total income. Add all <b>income</b> amounts in column (b) and enter total .....	<b>2d</b>		19958276

**Expenses**

<b>e</b> Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers .....	<b>2e(1)</b>	8421552	
(2) To insurance carriers for the provision of benefits .....	<b>2e(2)</b>		
(3) Other .....	<b>2e(3)</b>		
(4) Total benefit payments. Add lines <b>2e(1)</b> through <b>(3)</b> .....	<b>2e(4)</b>		8421552
<b>f</b> Corrective distributions (see instructions) .....	<b>2f</b>		2320
<b>g</b> Certain deemed distributions of participant loans (see instructions) .....	<b>2g</b>		17935
<b>h</b> Interest expense .....	<b>2h</b>		
<b>i</b> Administrative expenses:			
(1) Salaries and allowances .....	<b>2i(1)</b>		
(2) Contract administrator fees .....	<b>2i(2)</b>	4300	
(3) Recordkeeping fees .....	<b>2i(3)</b>		
(4) IQPA audit fees .....	<b>2i(4)</b>		
(5) Investment advisory and investment management fees .....	<b>2i(5)</b>	22467	
(6) Bank or trust company trustee/custodial fees .....	<b>2i(6)</b>		
(7) Actuarial fees .....	<b>2i(7)</b>		
(8) Legal fees .....	<b>2i(8)</b>		
(9) Valuation/appraisal fees .....	<b>2i(9)</b>		
(10) Other trustee fees and expenses .....	<b>2i(10)</b>		
(11) Other expenses .....	<b>2i(11)</b>	10407	
(12) Total administrative expenses. Add lines <b>2i(1)</b> through <b>(11)</b> .....	<b>2i(12)</b>		37174
<b>j</b> Total expenses. Add all <b>expense</b> amounts in column (b) and enter total .....	<b>2j</b>		8478981

**Net Income and Reconciliation**

<b>k</b> Net income (loss). Subtract line <b>2j</b> from line <b>2d</b> .....	<b>2k</b>		11479295
<b>l</b> Transfers of assets:			
(1) To this plan .....	<b>2l(1)</b>		47945901
(2) From this plan .....	<b>2l(2)</b>		

**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: **KAHN, LITWIN, RENZA & CO., LTD**

(2) EIN: **05-0409384**

**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
<b>a</b> 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>b</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	
<b>c</b> 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	
<b>d</b> 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	
<b>e</b> Was this plan covered by a fidelity bond?	X		5000000
<b>f</b> Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?		X	
<b>g</b> 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	
<b>h</b> 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	
<b>i</b> Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	X		
<b>j</b> 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	
<b>k</b> Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?		X	
<b>l</b> Has the plan failed to provide any benefit when due under the plan?		X	
<b>m</b> If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)		X	
<b>n</b> If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.			

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

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

<b>5b(1)</b> Name of plan(s)	<b>5b(2)</b> EIN(s)	<b>5b(3)</b> 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 \_\_\_\_\_.

<b>SCHEDULE R</b> <b>(Form 5500)</b>  <small>Department of the Treasury Internal Revenue Service</small>  <small>Department of Labor Employee Benefits Security Administration</small>  <small>Pension Benefit Guaranty Corporation</small>	<b>Retirement Plan Information</b>  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).  <b>▶ File as an attachment to Form 5500.</b>	<small>OMB No. 1210-0110</small>  <b>2024</b>  <b>This Form is Open to Public Inspection.</b>
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For calendar plan year 2024 or fiscal plan year beginning **01/01/2024** and ending **12/31/2024**

<b>A</b> Name of plan <b>TUV SUD AMERICA, INC. 401K SAVINGS PLAN</b>	<b>B</b> Three-digit plan number (PN) ▶	<b>001</b>
<b>C</b> Plan sponsor's name as shown on line 2a of Form 5500 <b>TUV SUD AMERICA, INC.</b>	<b>D</b> Employer Identification Number (EIN) <b>04-2951698</b>	

<b>Part I</b>	<b>Distributions</b>
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**All references to distributions relate only to payments of benefits during the plan year.**

<b>1</b> Total value of distributions paid in property other than in cash or the forms of property specified in the instructions.....	<b>1</b>	
<b>2</b> Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits): EIN(s): <u>71-0294708</u>		
<b>Profit-sharing plans, ESOPs, and stock bonus plans, skip line 3.</b>		
<b>3</b> Number of participants (living or deceased) whose benefits were distributed in a single sum, during the plan year .....	<b>3</b>	

<b>Part II</b>	<b>Funding Information</b> (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.)
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<b>4</b> Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)? .....	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> N/A
<b>If the plan is a defined benefit plan, go to line 8.</b>			
<b>5</b> 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. <b>Date:</b> Month _____ Day _____ Year _____ <b>If you completed line 5, complete lines 3, 9, and 10 of Schedule MB and do not complete the remainder of this schedule.</b>			
<b>6 a</b> Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived) .....	<b>6a</b>		
<b>b</b> Enter the amount contributed by the employer to the plan for this plan year .....	<b>6b</b>		
<b>c</b> 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).....	<b>6c</b>		
<b>If you completed line 6c, skip lines 8 and 9.</b>			
<b>7</b> Will the minimum funding amount reported on line 6c be met by the funding deadline?.....	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> N/A
<b>8</b> If a change in actuarial cost method was made for this plan year pursuant to a revenue procedure or other authority providing automatic approval for the change or a class ruling letter, does the plan sponsor or plan administrator agree with the change? .....	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> N/A

<b>Part III</b>	<b>Amendments</b>
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<b>9</b> If this is a defined benefit pension plan, were any amendments adopted during this plan year that increased or decreased the value of benefits? If yes, check the appropriate box. If no, check the "No" box.....	<input type="checkbox"/> Increase	<input type="checkbox"/> Decrease	<input type="checkbox"/> Both	<input type="checkbox"/> No
--	-----------------------------------	-----------------------------------	-------------------------------	-----------------------------

<b>Part IV</b>	<b>ESOPs</b> (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.
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<b>10</b> Were unallocated employer securities or proceeds from the sale of unallocated securities used to repay any exempt loan? .....	<input type="checkbox"/> Yes	<input type="checkbox"/> No
<b>11 a</b> Does the ESOP hold any preferred stock? .....	<input type="checkbox"/> Yes	<input type="checkbox"/> No
<b>b</b> If the ESOP has an outstanding exempt loan with the employer as lender, is such loan part of a "back-to-back" loan? (See instructions for definition of "back-to-back" loan.) .....	<input type="checkbox"/> Yes	<input type="checkbox"/> No
<b>12</b> Does the ESOP hold any stock that is not readily tradable on an established securities market? .....	<input type="checkbox"/> Yes	<input type="checkbox"/> No

**Part V Additional Information for Multiemployer Defined Benefit Pension Plans**

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

**a** Name of contributing employer \_\_\_\_\_

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

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

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

(1) Contribution rate (in dollars and cents) \_\_\_\_\_

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

**a** Name of contributing employer \_\_\_\_\_

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

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

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

(1) Contribution rate (in dollars and cents) \_\_\_\_\_

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

**a** Name of contributing employer \_\_\_\_\_

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

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

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

(1) Contribution rate (in dollars and cents) \_\_\_\_\_

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

**a** Name of contributing employer \_\_\_\_\_

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

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

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

(1) Contribution rate (in dollars and cents) \_\_\_\_\_

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

**a** Name of contributing employer \_\_\_\_\_

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

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

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

(1) Contribution rate (in dollars and cents) \_\_\_\_\_

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

**a** Name of contributing employer \_\_\_\_\_

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

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

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

(1) Contribution rate (in dollars and cents) \_\_\_\_\_

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

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

<b>a</b> 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).....	<b>14a</b>	
<b>b</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).....	<b>14b</b>	
<b>c</b> 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).....	<b>14c</b>	

**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:

<b>a</b> The corresponding number for the plan year immediately preceding the current plan year .....	<b>15a</b>	
<b>b</b> The corresponding number for the second preceding plan year .....	<b>15b</b>	

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

<b>a</b> Enter the number of employers who withdrew during the preceding plan year .....	<b>16a</b>	
<b>b</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.....	<b>16b</b>	

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

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

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

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

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

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

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

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

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

**Part VII IRS Compliance Questions**

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

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

**22** If the plan sponsor is an adopter of a pre-approved plan that received a favorable IRS Opinion Letter, enter the date of the Opinion Letter 06 / 30 / 2020 (MM/DD/YYYY) and the Opinion Letter serial number Q702844A.

**TUV SUD AMERICA INC. 401(K) SAVINGS PLAN**

**Financial Statements  
and Supplemental Schedule**

**December 31, 2024 and 2023**

**(With Independent Auditors' Report Thereon)**

## TUV SUD AMERICA INC. 401(K) SAVINGS PLAN

### FINANCIAL STATEMENTS AND SUPPLEMENTAL SCHEDULE

December 31, 2024 and 2023

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Note A: Schedules not included with this supplemental data have been omitted because they are not applicable.

## INDEPENDENT AUDITORS' REPORT

To the Plan Administrator of  
TUV SUD America Inc. 401(k) Savings Plan:

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

We have performed audits of the accompanying financial statements of TUV SUD America Inc. 401(k) Savings Plan (the Plan), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) (ERISA Section 103(a)(3)(C) audit). The financial statements comprise the Statements of Net Assets Available for Plan Benefits as of December 31, 2024 and 2023, and the related Statement of Changes in Net Assets Available for Plan Benefits for the year ended December 31, 2024, and the related notes to the financial statements.

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

Management has obtained certifications from a qualified institution as of December 31, 2024 and 2023, and for the year ended December 31, 2024, stating that the certified investment information, as described in Note 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 financial statements referred to above, other than those agreed to or derived from the certified investment information, are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America.

- the information in the financial statements referred to above related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

### **Basis for Opinion**

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.

### **Responsibilities of Management for the Financial Statements**

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

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

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

### **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.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for a reasonable period of time.

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

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

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

### **Supplemental Schedule Required by ERISA**

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

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

In our opinion:

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

*Kahn, Litwin, Renya & Co., Ltd.*

October 15, 2025

**TUV SUD AMERICA INC. 401(K) SAVINGS PLAN**  
**STATEMENTS OF NET ASSETS AVAILABLE FOR PLAN BENEFITS**  
**December 31, 2024 and 2023**



	<b>2024</b>	<b>2023</b>
<b>Assets</b>		
Investments, at fair value:		
Money market fund	\$ 127,438	\$ 83,977
Mutual funds	120,953,190	66,246,755
	121,080,628	66,330,732
Insurance company general accounts, at contract value	9,583,736	5,217,966
Receivables:		
Participant notes	677,211	367,681
	677,211	367,681
<b>Net Assets Available for Plan Benefits</b>	<b>\$ 131,341,575</b>	<b>\$ 71,916,379</b>

**TUV SUD AMERICA INC. 401(K) SAVINGS PLAN**  
**STATEMENT OF CHANGES IN NET ASSETS AVAILABLE FOR PLAN BENEFITS**  
**Year Ended December 31, 2024**



Additions to net assets attributed to:	
Investment income:	
Net appreciation in fair value of investments	\$ 11,394,990
Interest and dividends	121,092
Other income	23,400
	11,539,482
Interest income from participant notes receivable	42,249
Contributions:	
Participant	5,580,789
Employer	1,597,424
Rollovers	1,198,332
	8,376,545
<b>Total additions</b>	<b>19,958,276</b>
Deductions from net assets attributed to:	
Benefit payments and withdrawals	8,441,808
Administrative expenses	37,173
<b>Total deductions</b>	<b>8,478,981</b>
<b>Net increase before transfer of assets</b>	<b>11,479,295</b>
Transfer of assets into the Plan due to merger (Note 9)	47,945,901
<b>Net increase</b>	<b>59,425,196</b>
Net Assets Available for Plan Benefits:	
<b>Beginning of year</b>	<b>71,916,379</b>
<b>End of year</b>	<b>\$ 131,341,575</b>

**TUV SUD AMERICA INC. 401(K) SAVINGS PLAN**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**December 31, 2024 and 2023**

**1. Plan Description**

The following description of TUV SUD America Inc. 401(k) Savings Plan (the Plan) is intended to provide general information regarding the Plan. Participants should refer to the Plan document for a more complete description of the Plan's provisions.

***General***

The Plan is a participant-directed defined contribution plan, which constitutes a controlled group plan for the benefit of TUV SUD America Inc. (the Plan Administrator) and the employees of related companies (collectively, the Employer), covering all eligible employees, as defined by the Plan, who are age 21 or older. The related companies are: TUV Sueddeutschland, Petrotech Inspection Services, Inc., and Global Risk Consultants Corp. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA).

The Plan Administrator has exclusive authority and responsibility for all matters in connection with the operation and administration of the Plan. Voya Institutional Trust Company is the appointed trustee of the Plan and acts at the direction of the Plan Administrator.

In 2024, the Plan Administrator approved the merger of the Global Risk Consultants Corp. Tax Deferred Savings Plan (GRC Plan) into the Plan. All assets of the GRC Plan were transferred to the Plan on December 18, 2024. See Note 9 for additional details.

***Contributions***

Participants may elect to contribute up to 100% of their annual pre-tax eligible compensation, as defined in the Plan document, subject to certain limitations as provided by the Internal Revenue Code (IRC). Participants may designate some or all of their elective deferrals as Roth 401(k) deferrals. Participants who have attained the age of 50 may contribute additional amounts in the form of catch-up contributions. Participants may also contribute amounts representing distributions from other qualified defined benefit or defined contribution plans (rollovers). The Plan has an automatic enrollment feature, wherein unless an eligible participant elected otherwise, they were deemed to have elected to make an automatic pre-tax contribution of 6% of eligible compensation.

The Employer may make discretionary matching contributions to the Plan. For the year ended December 31, 2024, the Employer's matching contributions equaled 50% of eligible employees' contributions up to 6% of their compensation. The contributions are subject to certain Internal Revenue Service (IRS) limitations. For the year ended December 31, 2024, the Employer made matching contributions in the amount of \$1,597,424. The Employer may also make discretionary nonelective contributions to the Plan. To be eligible for the Employer's discretionary nonelective contributions, participants must complete a year of service, as defined in the Plan documents, in the Plan year and must be employed on the last day of the Plan year. No discretionary nonelective contributions were made during the Plan year ended December 31, 2024.

**TUV SUD AMERICA INC. 401(K) SAVINGS PLAN**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**Years Ended December 31, 2024 and 2023**

***Participant Accounts***

Each participant's account is credited with the participant's contribution and their allocations of the Employer's contributions, Plan earnings and losses, and administrative expenses. Allocations are based on individual participant earnings, account balances or specific participant transactions. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

***Vesting***

Participants are immediately vested in their elective contributions and rollovers, plus the allocation of Plan earnings on those contributions at the time of allocation. Participants' prior service with certain companies acquired by the Employer is credited towards vesting. Participants become vested in the Employer's discretionary matching and nonelective contributions and the actual earnings thereon after four years of credited service at a rate of 25% per year, or immediately upon death or disability.

***Participant Notes Receivable***

Participants may borrow from their account a minimum of \$1,000, up to a maximum equal to the lesser of \$50,000 reduced by the excess of the highest outstanding balance of loans during the one-year period ending on the day before the loan is made over the outstanding balance of loans from the Plan on the date the loan is made, or 50% of their vested account balance. Note terms range from 1 to 5 years, or up to 10 years for the purchase of a primary residence. The notes are secured by the vested balance in the participant's account and bear interest at the prime rate, as defined in the Plan document, plus 1%. Principal and interest are paid ratably through payroll deductions. Participants may only have one note outstanding at any given time.

***Payment of Benefits***

Upon retirement, death, disability or termination of service, a participant (or participant's beneficiary in the event of death) can elect to receive a single lump-sum distribution equal to the value of his or her account, or periodic installments over a 10-year period. Participants who have reached age 59½ may elect to withdraw all or a portion of their vested account balance while still employed. The Plan also provides for mandatory distribution to participants upon reaching the Required Minimum Distribution age, as defined.

If a participant terminates employment for any reason and their vested account balance does not exceed \$1,000, the Employer may distribute such amount as a lump-sum payment. If a participant's vested balance exceeds \$1,000 and is equal to or less than \$7,000 (increased from \$5,000, effective June 2024), the amount may be rolled over to an individual retirement plan designated by the trustee, unless otherwise directed by the participant.

In 2024, the Plan adopted certain provisions of the Setting Every Community Up for Retirement Enhancement (SECURE) Act 2.0, including an increase in the automatic cash-out threshold from \$5,000 to \$7,000. Additional SECURE 2.0 provisions may also apply based on plan design and future regulatory guidance.

**TUV SUD AMERICA INC. 401(K) SAVINGS PLAN**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**Years Ended December 31, 2024 and 2023**

***Hardship Withdrawals***

A hardship withdrawal may be authorized by the Employer in an amount up to 100% of the vested portion of participants' elective deferrals, rollovers, Employer matching contributions and Employer discretionary contributions.

***Forfeitures***

As of December 31, 2024 and 2023, forfeited non-vested accounts totaled \$127,795 and \$84,323, respectively. These accounts may be used to reduce Employer contributions, pay administrative expenses or be reallocated to participants. Forfeited non-vested accounts totaling \$35,498 were included in the transfer of assets to the Plan completed on December 18, 2024 (Note 9). During 2024, forfeitures of \$11,120 and \$198,102 were used to offset administrative expenses and to reduce Employer contributions, respectively.

***Plan Termination***

The Employer expects to continue the Plan indefinitely. However, the Employer reserves the right to amend the Plan at any time and in any manner that it deems advisable, provided that no amendment shall have the effect of diverting Plan assets for purposes other than for the exclusive benefit of the Plan participants and any Plan termination would be subject to the provisions of ERISA. In the event of Plan termination, the participants would be entitled to receive all amounts credited to their accounts.

**2. Summary of Significant Accounting Policies**

***Basis of Accounting***

The Plan's financial statements have been prepared on the accrual basis of accounting in accordance with accounting principles generally accepted in the United States of America.

***Valuation of Investments and Income Recognition***

Investments are reported at fair value, except for the amounts allocated to the insurance company general account investments (Note 4), which are reported at contract 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 (Note 3). Contract value represents investments at cost plus accrued interest income less amounts withdrawn to pay benefits. The Plan Administrator determines the Plan's valuation policies utilizing information provided by its investment advisor, trustee and custodian.

Purchases and sales of investments 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 or depreciation includes the Plan's gains and losses on investments bought and sold as well as held during the year.

**TUV SUD AMERICA INC. 401(K) SAVINGS PLAN**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**Years Ended December 31, 2024 and 2023**

***Participant Notes Receivable***

Participant notes receivable are measured at their unpaid principal balances plus any accrued but unpaid interest and are secured by the balance in the respective participants' account. Interest income on participant notes receivable is recorded when it is earned. Related fees are recorded as administrative expenses and are expensed when incurred. A receivable is considered past due if payment has not been received within stated terms. Delinquent notes receivable from participants are reclassified as distributions based on the terms of the Plan document.

***Contributions***

Participant and Employer matching contributions are recorded bi-weekly when the Employer remits the contributions for investment into the Plan. Employer discretionary contributions are made at the end of each year, if applicable.

***Payment of Benefits***

Benefits are recognized when paid to participants or their designated beneficiaries.

***Administrative Expenses***

Administrative expenses of the Plan are paid by the Employer, unless the Employer directs that such expenses be paid by the Plan. Expenses that are paid by the Employer are excluded from these financial statements. Participant notes receivable set-up and maintenance fees are paid directly by the participants through a reduction in their account and are included in administrative expenses.

Investment management and recordkeeping fees, if applicable, are paid by the Plan through revenue sharing as a reduction of investment income (net appreciation or depreciation) from the related investment fund.

***Estimates***

The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires the Plan Administrator to make estimates and assumptions that affect certain reported amounts of assets and liabilities and disclosures of contingent assets and liabilities at the date of the financial statements and the reported changes in net assets available for plan benefits. Accordingly, actual results could differ from those estimates.

**TUV SUD AMERICA INC. 401(K) SAVINGS PLAN**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**Years Ended December 31, 2024 and 2023**

***Risks and Uncertainties***

The Plan provides for various investment options with various investment objectives. 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 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 participants' account balances and the amounts reported in the Statements of Net Assets Available for Plan Benefits.

The Plan invested in one mutual fund that accounted for approximately 12% and 11% of total Plan investments as of December 31, 2024 and 2023, respectively.

***Financial Instruments with a Concentration of Credit Risk***

The Plan's investments are held by a single custodian. The Plan's exposure to credit risk is associated with the custodian's non-performance of their fiduciary responsibilities relating to these amounts as specified in the agreements. Benefits provided by the Plan are not insured or guaranteed by the Pension Benefit Guaranty Corporation.

***Subsequent Events***

Management has evaluated subsequent events through October 15, 2025, which is the date these financial statements were available to be issued.

**3. Fair Value Measurements**

The framework for measuring fair value provides a hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives highest priority to unadjusted quoted prices in active markets for identical assets (level 1) and the lowest priority to unobservable inputs (level 3). The three levels of the fair value hierarchy and inputs to the valuation methodologies are described as follows:

Level 1 inputs are unadjusted quoted prices in active markets for identical assets the Plan has the ability to access.

Level 2 inputs are other than quoted prices in active markets that are observable either directly or indirectly for the asset. Such inputs are derived principally from or corroborated by observable market data for similar assets by correlation or other means, over substantially the full contractual term of the asset, if applicable.

Level 3 inputs are unobservable and significant to the fair value measurement. Such inputs generally rely on the Plan's own assumptions about the assumptions that market participants would use in pricing the asset.

**TUV SUD AMERICA INC. 401(K) SAVINGS PLAN**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**Years Ended December 31, 2024 and 2023**

The asset'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 observable inputs and minimize the use of unobservable inputs.

The following is a description of the valuation methodologies used for assets measured at fair value on a recurring basis:

*Money Market Fund:* The carrying amount of the money market fund is valued at deposit amount plus accrued interest, as determined according to stated terms.

*Mutual Funds:* Valued at the daily closing price as reported by the fund. Mutual funds held by the Plan are open-end mutual funds that are registered with the Securities and Exchange Commission. These funds are required to publish their daily net asset value and to transact at that price. The mutual funds held by the Plan are deemed to be actively traded.

At December 31, 2024 and 2023, the Plan's investments in the money market fund and mutual funds are reported at level 1 within the fair value hierarchy.

**4. Investment Contracts with Insurance Company**

The Plan has entered into investment contracts (Fixed Accounts) with Voya Retirement Insurance and Annuity Company (Voya). Amounts held in connection with these contracts (Fixed Account and Fixed Account A) may be held in Voya's general account or separate accounts which invest in mutual funds advised by Voya, mutual funds sub-advised by third parties, mutual funds managed by external mutual fund companies or invested directly in securities.

Contributions allocated to the Fixed Accounts are invested in the general account of, and are guaranteed by, Voya. All other contributions allocated to any investment fund become part of separate accounts that are maintained separately from the general assets of Voya. The value of these contracts included in the financial statements, as reported to the Plan by Voya, is equal to the sum of the contributions made under the contracts, plus earnings, less participant withdrawals and administrative expenses.

**TUV SUD AMERICA INC. 401(K) SAVINGS PLAN**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**Years Ended December 31, 2024 and 2023**



The contract value of funds allocated to the traditional general account investments with Voya at December 31, 2024 and 2023 was \$9,583,736 and \$5,217,966, respectively. The minimum credit rate and actual crediting interest rates for the years ended December 31, 2024 and 2023 were as follows:

Investment	Minimum Credit Rate		Actual Crediting Interest Rate	
	2024	2023	2024	2023
Fixed Account	3.00%	3.00%	3.00%	3.00%
Fixed Account A	1.00%	1.00%	1.55%	1.43%

Withdrawals from these investments for other than the payment of benefits may be subject to a market value adjustment and a surrender charge and the ability to move funds out of these investments may be restricted by Voya.

The guarantee of values provided for investments made with Voya under the Plan’s investment contracts is based on the financial strength and claims-paying ability of Voya.

**5. Income Tax Status**

The Plan obtained its latest opinion letter, dated June 30, 2020, in which the IRS stated that the Plan and related trust, as then designed, were in compliance with the applicable requirements of the IRC. Although the Plan has been amended since receiving the opinion letter, the Plan Administrator and the Plan’s tax counsel believe that the Plan is designed and is currently being operated in compliance with the applicable requirements of the IRC.

Accounting principles generally accepted in the United States of America require Plan management to evaluate tax positions taken by the Plan and recognize a tax liability for any uncertain position that more likely than not would not be sustained upon examination by the IRS. The Plan Administrator has analyzed the tax positions taken by the Plan and has concluded that as of December 31, 2024, there are no uncertain positions taken, or expected to be taken, that would require recognition of a liability or disclosure in the financial statements. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

**TUV SUD AMERICA INC. 401(K) SAVINGS PLAN**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**Years Ended December 31, 2024 and 2023**



**6. Summary of Financial Data Certified by the Custodian**

The following is a summary of financial information and data certified by the custodian, Voya:

Statements of Net Assets Available for Plan Benefits at December 31, 2024 and 2023, except for contribution receivables, if any;

Investment income and interest income from participant notes receivable on the Statement of Changes in Net Assets Available for Plan Benefits for the year ended December 31, 2024; and

Investment information provided in the supplemental schedule, Schedule of Assets (Held at End of Year) at December 31, 2024.

**7. Differences from Form 5500**

Differences between the Annual Return/Report of Employee Benefit Plan, Form 5500, and these financial statements are a result of different classifications between line items in the financial statements. Total Plan assets are in agreement.

**8. Related Party Transactions and Party-in-Interest Transactions**

Plan investments are held and managed by Voya, the custodian of the Plan. Therefore, these transactions qualify as party-in-interest transactions. The Plan made payments of \$800 to the custodian during 2024. In addition, participant notes receivable qualify as party-in-interest transactions.

**9. Plan Merger**

The Plan Administrator adopted a resolution to merge the Global Risk Consultants Corp. Tax Deferred Savings Plan into this Plan on December 18, 2024.

The assets transferred to the Plan from the Global Risk Consultants Corp. Tax Deferred Savings Plan amounted to \$47,945,901, which included \$164,651 of participant notes receivable.

**TUV SUD AMERICA INC. 401(K) SAVINGS PLAN**  
**ATTACHMENT TO SCHEDULE H, PART 4, ITEM 4i - SCHEDULE OF ASSETS (HELD AT END OF YEAR)**  
**December 31, 2024**

Schedule 1



Employer Identification Number: 04-2951698  
 Plan Number: 001

(a)	(b) Identity of issue, borrower, lessor or similar party	(c) Description of investment including maturity date, rate of interest, collateral, par, or maturity value	(e) Current Value
	<u>Money Market Fund:</u>		
*	Voya	Government Money Market Fund Class A	\$ 127,438
	<u>Mutual Funds:</u>		
	Janus Henderson	Forty Fund Class N	15,811,744
	Vanguard	500 Index Fund Admiral Shares	12,273,429
	Vanguard	Target Retirement 2025 Fund	9,969,286
	Vanguard	Target Retirement 2045 Fund	7,684,407
	Vanguard	Target Retirement 2035 Fund	7,607,651
*	Voya	T. Rowe Price Diversified Mid Cap Growth Portfolio Class R6	5,967,061
	Vanguard	Growth Index Fund Admiral Shares	5,918,011
	Vanguard	Target Retirement 2055 Fund	4,775,502
	Vanguard	Target Retirement 2030 Fund	4,461,454
	Vanguard	Target Retirement 2050 Fund	3,702,939
	American Funds	Washington Mutual Investors Fund Class R6	3,437,188
*	Voya	T. Rowe Price Capital Appreciation Portfolio Class R6	3,414,798
	Vanguard	Small-Cap Index Fund Admiral Shares	3,099,723
	Invesco	Small Cap Value Fund Class R6	2,694,606
	Vanguard	Target Retirement 2040 Fund	2,358,750
	American Funds	American Balanced Fund Class R6	2,223,899
	Vanguard	Mid-Cap Index Fund Admiral Shares	2,130,314
	American Funds	Capital World Growth and Income Fund Class R6	2,124,138
	Victory	Sycamore Established Value Fund Class R6	2,014,585
	Nationwide	Geneva Small Cap Growth Fund Class R6	1,910,039
	Vanguard	Target Retirement 2060 Fund	1,871,892
	PIMCO	Income Fund Institutional Class	1,609,461
	American Funds	EuroPacific Growth Fund Class R6	1,388,127
	Vanguard	Target Retirement Income Fund	1,110,821
	Columbia	Large Cap Value Fund Class I3	1,104,624
	Invesco	Gold & Special Minerals Fund Class R6	1,036,626
	Blackrock	Sustainable Advantage Large Cap Core Fund Class K	944,215
	Vanguard	Total Bond Market Index Fund Admiral Shares	926,507
*	Voya	Intermediate Bond Fund Class R6	873,988
	PGIM	High Yield Fund Class R6	742,392
	Vanguard	LifeStrategy Growth Fund Investor Shares	725,308
	American Funds	New World Fund Class R6	722,389
	Columbia	Overseas Value Fund Institutional 3 Class	677,823
	Vanguard	LifeStrategy Moderate Growth Fund Investor Shares	589,712
	Vanguard	Target Retirement 2065 Fund	513,558
	Vanguard	LifeStrategy Income Fund Investor Shares	496,296
	Vanguard	Total International Stock Index Fund Admiral Shares	495,878
	DFA	Intermediate Government Fixed-Income Portfolio	386,179
	PGIM	Global Total Return Fund Class R6	345,120
	Goldman Sachs	International Small Cap Insights Fund Class R6	296,479
	Vanguard	Target Retirement 2020 Fund	244,301
	Vanguard	LifeStrategy Conservative Growth Fund Investor Shares	227,393
	Nuveen	Core Impact Bond Fund Class R6	40,485
	Vanguard	Target Retirement 2070 Fund	4,092
	Total Mutual Funds		<u>120,953,190</u>

TUV SUD AMERICA INC. 401(K) SAVINGS PLAN  
ATTACHMENT TO SCHEDULE H, PART 4, ITEM 4i - SCHEDULE OF ASSETS (HELD AT END OF YEAR)  
December 31, 2024

Schedule 1



<u>Insurance Company General Accounts:</u>		
*	Voya	Fixed Account 5,586,026 **
*	Voya	Fixed Account A <u>3,997,710 **</u>
		<u>9,583,736</u>
Participant Loans		
	Interest rates ranging from 4.25% to 9.50%; maturing at various dates through April 2034, collateralized by participant's vested account balance.	<u>677,211</u>
Total		<u>\$ 131,341,575</u>

\* Indicates party-in interest to the Plan.

\*\* Stated at contract value.

Note: All investments are participant directed; therefore, the unit and cost columns have been omitted.



## Attachment to 2024 Form 5500

### Schedule H, line 4i - Schedule of Assets

(Held at End of Year)

TUV SUD AMERICA, INC. 401(K) SAVINGS PLAN

EIN#04-2951698

Plan# 559186

As of December 31, 2024

(a)	(b) Identity of issue, borrower, lessor or similar party	(c) Description of investments including maturity date, rate of interest, collateral, par, or maturity date	(d) Cost	(e) Current Value
	American Funds Am Balanced R6	Registered Investment Company		\$2,223,898.72
	American Funds Cap Wld G&I R6	Registered Investment Company		\$2,124,137.99
	American Funds EuroPacific R6	Registered Investment Company		\$1,388,127.46
	American Funds New World R6	Other		\$722,388.78
	American Funds Wash Mutual R6	Registered Investment Company		\$3,437,188.09
	BlkRck Sst Adv Lg Cp Cr Fd K	Registered Investment Company		\$944,215.11
	Columbia Large Cap Value F I3	Other		\$1,104,623.50
	Columbia Overseas Val Inst 3	Registered Investment Company		\$677,822.65
	DFA Interm Govt Fix Inc Pt Ins	Registered Investment Company		\$386,178.60
	Gldmn Sachs Int Sm Cp Ins F R6	Registered Investment Company		\$296,479.05
	Inv Gold & Spec Min Fd R6	Registered Investment Company		\$1,036,626.30
	Invesco Small Cap Value Fd R6	Registered Investment Company		\$2,694,606.08
	Janus Hndr Forty Fund N	Other		\$15,811,746.03
	Nationwide Geneva S C Gr F R6	Registered Investment Company		\$1,910,038.58
	Nuveen Core Imp Bd Fd R6	Registered Investment Company		\$40,485.19
	PGIM Global Total Return Fd R6	Registered Investment Company		\$345,120.18
	PGIM High Yield Fund R6	Registered Investment Company		\$742,392.50
	PIMCO Income Fund Ins	Registered Investment Company		\$1,609,461.35
*	VY TRwPr Cap Apprec Port R6	Registered Investment Company		\$3,414,797.84
*	VY TRwPr Divr MdCp Gr Pt R6	Registered Investment Company		\$5,967,060.61
	Vangrd 500 Index Fund Adm	Registered Investment Company		\$12,273,428.98
	Vangrd Growth Index Fund Adm	Registered Investment Company		\$5,918,010.75
	Vangrd LifeStrat Cns Gr Fd Inv	Registered Investment Company		\$227,392.50
	Vangrd LifeStrat Grw Fd Inv	Registered Investment Company		\$725,307.92
	Vangrd LifeStrat Inc Fd Inv	Registered Investment Company		\$496,295.65
	Vangrd LifeStrat Md Grw Fd Inv	Registered Investment Company		\$589,712.29
	Vangrd Mid-Cap Index Fund Adm	Registered Investment Company		\$2,130,313.66
	Vangrd Small-Cap Index Fnd Adm	Registered Investment Company		\$3,099,722.76
	Vangrd Tot Bd Mkt Ind Fd Adm	Registered Investment Company		\$926,506.67
	Vangrd Tot Int Stk In F Adm	Registered Investment Company		\$495,878.40
	Vangrd Trgt Retire 2020 Fd	Registered Investment Company		\$244,301.45
	Vangrd Trgt Retire 2025 Fd	Registered Investment Company		\$9,969,285.53
	Vangrd Trgt Retire 2030 Fd	Registered Investment Company		\$4,461,453.62
	Vangrd Trgt Retire 2035 Fd	Registered Investment Company		\$7,607,650.60
	Vangrd Trgt Retire 2040 Fd	Registered Investment Company		\$2,358,749.88
	Vangrd Trgt Retire 2045 Fd	Registered Investment Company		\$7,684,407.29
	Vangrd Trgt Retire 2050 Fd	Registered Investment Company		\$3,702,939.38
	Vangrd Trgt Retire 2055 Fd	Registered Investment Company		\$4,775,502.22
	Vangrd Trgt Retire 2060 Fd	Registered Investment Company		\$1,871,892.13
	Vangrd Trgt Retire 2065 Fd	Registered Investment Company		\$513,557.56
	Vangrd Trgt Retire 2070 Fd	Registered Investment Company		\$4,092.12
	Vangrd Trgt Retire Inc Fd	Registered Investment Company		\$1,110,820.82
	Victory Sycmr Est VI Fd R6	Registered Investment Company		\$2,014,585.21
*	Voya Fixed Account	Insurance Company General Account		\$5,586,026.49
*	Voya Fixed Account A	Insurance Company General Account		\$3,997,709.87
*	Voya Gv Mny Mkt F A (Hld Acct)	Registered Investment Company		\$127,437.87
*	Voya Intermediate Bond Fund R6	Registered Investment Company		\$873,987.75
	LOAN FUND	Participant Loans - Rates 9.00% to 9.50%		\$677,211.42
		TOTAL		\$131,341,575.40

\* denotes party-in-interest

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

**TUV SUD AMERICA INC. 401(K) SAVINGS PLAN**

**Financial Statements  
and Supplemental Schedule**

**December 31, 2024 and 2023**

**(With Independent Auditors' Report Thereon)**

## TUV SUD AMERICA INC. 401(K) SAVINGS PLAN

### FINANCIAL STATEMENTS AND SUPPLEMENTAL SCHEDULE

December 31, 2024 and 2023

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Note A: Schedules not included with this supplemental data have been omitted because they are not applicable.

## INDEPENDENT AUDITORS' REPORT

To the Plan Administrator of  
TUV SUD America Inc. 401(k) Savings Plan:

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

We have performed audits of the accompanying financial statements of TUV SUD America Inc. 401(k) Savings Plan (the Plan), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) (ERISA Section 103(a)(3)(C) audit). The financial statements comprise the Statements of Net Assets Available for Plan Benefits as of December 31, 2024 and 2023, and the related Statement of Changes in Net Assets Available for Plan Benefits for the year ended December 31, 2024, and the related notes to the financial statements.

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

Management has obtained certifications from a qualified institution as of December 31, 2024 and 2023, and for the year ended December 31, 2024, stating that the certified investment information, as described in Note 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 financial statements referred to above, other than those agreed to or derived from the certified investment information, are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America.

- the information in the financial statements referred to above related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

### **Basis for Opinion**

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.

### **Responsibilities of Management for the Financial Statements**

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

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

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

### **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.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for a reasonable period of time.

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

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

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

### **Supplemental Schedule Required by ERISA**

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

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

In our opinion:

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

*Kahn, Litwin, Renya & Co., Ltd.*

October 15, 2025

**TUV SUD AMERICA INC. 401(K) SAVINGS PLAN**  
**STATEMENTS OF NET ASSETS AVAILABLE FOR PLAN BENEFITS**  
**December 31, 2024 and 2023**



	<b>2024</b>	<b>2023</b>
<b>Assets</b>		
Investments, at fair value:		
Money market fund	\$ 127,438	\$ 83,977
Mutual funds	120,953,190	66,246,755
	121,080,628	66,330,732
Insurance company general accounts, at contract value	9,583,736	5,217,966
Receivables:		
Participant notes	677,211	367,681
	677,211	367,681
<b>Net Assets Available for Plan Benefits</b>	<b>\$ 131,341,575</b>	<b>\$ 71,916,379</b>

**TUV SUD AMERICA INC. 401(K) SAVINGS PLAN**  
**STATEMENT OF CHANGES IN NET ASSETS AVAILABLE FOR PLAN BENEFITS**  
**Year Ended December 31, 2024**



Additions to net assets attributed to:	
Investment income:	
Net appreciation in fair value of investments	\$ 11,394,990
Interest and dividends	121,092
Other income	23,400
	11,539,482
Interest income from participant notes receivable	42,249
Contributions:	
Participant	5,580,789
Employer	1,597,424
Rollovers	1,198,332
	8,376,545
<b>Total additions</b>	<b>19,958,276</b>
Deductions from net assets attributed to:	
Benefit payments and withdrawals	8,441,808
Administrative expenses	37,173
<b>Total deductions</b>	<b>8,478,981</b>
<b>Net increase before transfer of assets</b>	<b>11,479,295</b>
Transfer of assets into the Plan due to merger (Note 9)	47,945,901
<b>Net increase</b>	<b>59,425,196</b>
Net Assets Available for Plan Benefits:	
<b>Beginning of year</b>	<b>71,916,379</b>
<b>End of year</b>	<b>\$ 131,341,575</b>

**TUV SUD AMERICA INC. 401(K) SAVINGS PLAN**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**December 31, 2024 and 2023**

**1. Plan Description**

The following description of TUV SUD America Inc. 401(k) Savings Plan (the Plan) is intended to provide general information regarding the Plan. Participants should refer to the Plan document for a more complete description of the Plan's provisions.

***General***

The Plan is a participant-directed defined contribution plan, which constitutes a controlled group plan for the benefit of TUV SUD America Inc. (the Plan Administrator) and the employees of related companies (collectively, the Employer), covering all eligible employees, as defined by the Plan, who are age 21 or older. The related companies are: TUV Sueddeutschland, Petrotech Inspection Services, Inc., and Global Risk Consultants Corp. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA).

The Plan Administrator has exclusive authority and responsibility for all matters in connection with the operation and administration of the Plan. Voya Institutional Trust Company is the appointed trustee of the Plan and acts at the direction of the Plan Administrator.

In 2024, the Plan Administrator approved the merger of the Global Risk Consultants Corp. Tax Deferred Savings Plan (GRC Plan) into the Plan. All assets of the GRC Plan were transferred to the Plan on December 18, 2024. See Note 9 for additional details.

***Contributions***

Participants may elect to contribute up to 100% of their annual pre-tax eligible compensation, as defined in the Plan document, subject to certain limitations as provided by the Internal Revenue Code (IRC). Participants may designate some or all of their elective deferrals as Roth 401(k) deferrals. Participants who have attained the age of 50 may contribute additional amounts in the form of catch-up contributions. Participants may also contribute amounts representing distributions from other qualified defined benefit or defined contribution plans (rollovers). The Plan has an automatic enrollment feature, wherein unless an eligible participant elected otherwise, they were deemed to have elected to make an automatic pre-tax contribution of 6% of eligible compensation.

The Employer may make discretionary matching contributions to the Plan. For the year ended December 31, 2024, the Employer's matching contributions equaled 50% of eligible employees' contributions up to 6% of their compensation. The contributions are subject to certain Internal Revenue Service (IRS) limitations. For the year ended December 31, 2024, the Employer made matching contributions in the amount of \$1,597,424. The Employer may also make discretionary nonelective contributions to the Plan. To be eligible for the Employer's discretionary nonelective contributions, participants must complete a year of service, as defined in the Plan documents, in the Plan year and must be employed on the last day of the Plan year. No discretionary nonelective contributions were made during the Plan year ended December 31, 2024.

**TUV SUD AMERICA INC. 401(K) SAVINGS PLAN**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**Years Ended December 31, 2024 and 2023**

***Participant Accounts***

Each participant's account is credited with the participant's contribution and their allocations of the Employer's contributions, Plan earnings and losses, and administrative expenses. Allocations are based on individual participant earnings, account balances or specific participant transactions. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

***Vesting***

Participants are immediately vested in their elective contributions and rollovers, plus the allocation of Plan earnings on those contributions at the time of allocation. Participants' prior service with certain companies acquired by the Employer is credited towards vesting. Participants become vested in the Employer's discretionary matching and nonelective contributions and the actual earnings thereon after four years of credited service at a rate of 25% per year, or immediately upon death or disability.

***Participant Notes Receivable***

Participants may borrow from their account a minimum of \$1,000, up to a maximum equal to the lesser of \$50,000 reduced by the excess of the highest outstanding balance of loans during the one-year period ending on the day before the loan is made over the outstanding balance of loans from the Plan on the date the loan is made, or 50% of their vested account balance. Note terms range from 1 to 5 years, or up to 10 years for the purchase of a primary residence. The notes are secured by the vested balance in the participant's account and bear interest at the prime rate, as defined in the Plan document, plus 1%. Principal and interest are paid ratably through payroll deductions. Participants may only have one note outstanding at any given time.

***Payment of Benefits***

Upon retirement, death, disability or termination of service, a participant (or participant's beneficiary in the event of death) can elect to receive a single lump-sum distribution equal to the value of his or her account, or periodic installments over a 10-year period. Participants who have reached age 59½ may elect to withdraw all or a portion of their vested account balance while still employed. The Plan also provides for mandatory distribution to participants upon reaching the Required Minimum Distribution age, as defined.

If a participant terminates employment for any reason and their vested account balance does not exceed \$1,000, the Employer may distribute such amount as a lump-sum payment. If a participant's vested balance exceeds \$1,000 and is equal to or less than \$7,000 (increased from \$5,000, effective June 2024), the amount may be rolled over to an individual retirement plan designated by the trustee, unless otherwise directed by the participant.

In 2024, the Plan adopted certain provisions of the Setting Every Community Up for Retirement Enhancement (SECURE) Act 2.0, including an increase in the automatic cash-out threshold from \$5,000 to \$7,000. Additional SECURE 2.0 provisions may also apply based on plan design and future regulatory guidance.

**TUV SUD AMERICA INC. 401(K) SAVINGS PLAN**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**Years Ended December 31, 2024 and 2023**

***Hardship Withdrawals***

A hardship withdrawal may be authorized by the Employer in an amount up to 100% of the vested portion of participants' elective deferrals, rollovers, Employer matching contributions and Employer discretionary contributions.

***Forfeitures***

As of December 31, 2024 and 2023, forfeited non-vested accounts totaled \$127,795 and \$84,323, respectively. These accounts may be used to reduce Employer contributions, pay administrative expenses or be reallocated to participants. Forfeited non-vested accounts totaling \$35,498 were included in the transfer of assets to the Plan completed on December 18, 2024 (Note 9). During 2024, forfeitures of \$11,120 and \$198,102 were used to offset administrative expenses and to reduce Employer contributions, respectively.

***Plan Termination***

The Employer expects to continue the Plan indefinitely. However, the Employer reserves the right to amend the Plan at any time and in any manner that it deems advisable, provided that no amendment shall have the effect of diverting Plan assets for purposes other than for the exclusive benefit of the Plan participants and any Plan termination would be subject to the provisions of ERISA. In the event of Plan termination, the participants would be entitled to receive all amounts credited to their accounts.

**2. Summary of Significant Accounting Policies**

***Basis of Accounting***

The Plan's financial statements have been prepared on the accrual basis of accounting in accordance with accounting principles generally accepted in the United States of America.

***Valuation of Investments and Income Recognition***

Investments are reported at fair value, except for the amounts allocated to the insurance company general account investments (Note 4), which are reported at contract 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 (Note 3). Contract value represents investments at cost plus accrued interest income less amounts withdrawn to pay benefits. The Plan Administrator determines the Plan's valuation policies utilizing information provided by its investment advisor, trustee and custodian.

Purchases and sales of investments 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 or depreciation includes the Plan's gains and losses on investments bought and sold as well as held during the year.

**TUV SUD AMERICA INC. 401(K) SAVINGS PLAN**  
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***Participant Notes Receivable***

Participant notes receivable are measured at their unpaid principal balances plus any accrued but unpaid interest and are secured by the balance in the respective participants' account. Interest income on participant notes receivable is recorded when it is earned. Related fees are recorded as administrative expenses and are expensed when incurred. A receivable is considered past due if payment has not been received within stated terms. Delinquent notes receivable from participants are reclassified as distributions based on the terms of the Plan document.

***Contributions***

Participant and Employer matching contributions are recorded bi-weekly when the Employer remits the contributions for investment into the Plan. Employer discretionary contributions are made at the end of each year, if applicable.

***Payment of Benefits***

Benefits are recognized when paid to participants or their designated beneficiaries.

***Administrative Expenses***

Administrative expenses of the Plan are paid by the Employer, unless the Employer directs that such expenses be paid by the Plan. Expenses that are paid by the Employer are excluded from these financial statements. Participant notes receivable set-up and maintenance fees are paid directly by the participants through a reduction in their account and are included in administrative expenses.

Investment management and recordkeeping fees, if applicable, are paid by the Plan through revenue sharing as a reduction of investment income (net appreciation or depreciation) from the related investment fund.

***Estimates***

The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires the Plan Administrator to make estimates and assumptions that affect certain reported amounts of assets and liabilities and disclosures of contingent assets and liabilities at the date of the financial statements and the reported changes in net assets available for plan benefits. Accordingly, actual results could differ from those estimates.

**TUV SUD AMERICA INC. 401(K) SAVINGS PLAN**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**Years Ended December 31, 2024 and 2023**

***Risks and Uncertainties***

The Plan provides for various investment options with various investment objectives. 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 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 participants' account balances and the amounts reported in the Statements of Net Assets Available for Plan Benefits.

The Plan invested in one mutual fund that accounted for approximately 12% and 11% of total Plan investments as of December 31, 2024 and 2023, respectively.

***Financial Instruments with a Concentration of Credit Risk***

The Plan's investments are held by a single custodian. The Plan's exposure to credit risk is associated with the custodian's non-performance of their fiduciary responsibilities relating to these amounts as specified in the agreements. Benefits provided by the Plan are not insured or guaranteed by the Pension Benefit Guaranty Corporation.

***Subsequent Events***

Management has evaluated subsequent events through October 15, 2025, which is the date these financial statements were available to be issued.

**3. Fair Value Measurements**

The framework for measuring fair value provides a hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives highest priority to unadjusted quoted prices in active markets for identical assets (level 1) and the lowest priority to unobservable inputs (level 3). The three levels of the fair value hierarchy and inputs to the valuation methodologies are described as follows:

Level 1 inputs are unadjusted quoted prices in active markets for identical assets the Plan has the ability to access.

Level 2 inputs are other than quoted prices in active markets that are observable either directly or indirectly for the asset. Such inputs are derived principally from or corroborated by observable market data for similar assets by correlation or other means, over substantially the full contractual term of the asset, if applicable.

Level 3 inputs are unobservable and significant to the fair value measurement. Such inputs generally rely on the Plan's own assumptions about the assumptions that market participants would use in pricing the asset.

**TUV SUD AMERICA INC. 401(K) SAVINGS PLAN**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**Years Ended December 31, 2024 and 2023**

The asset'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 observable inputs and minimize the use of unobservable inputs.

The following is a description of the valuation methodologies used for assets measured at fair value on a recurring basis:

*Money Market Fund:* The carrying amount of the money market fund is valued at deposit amount plus accrued interest, as determined according to stated terms.

*Mutual Funds:* Valued at the daily closing price as reported by the fund. Mutual funds held by the Plan are open-end mutual funds that are registered with the Securities and Exchange Commission. These funds are required to publish their daily net asset value and to transact at that price. The mutual funds held by the Plan are deemed to be actively traded.

At December 31, 2024 and 2023, the Plan's investments in the money market fund and mutual funds are reported at level 1 within the fair value hierarchy.

**4. Investment Contracts with Insurance Company**

The Plan has entered into investment contracts (Fixed Accounts) with Voya Retirement Insurance and Annuity Company (Voya). Amounts held in connection with these contracts (Fixed Account and Fixed Account A) may be held in Voya's general account or separate accounts which invest in mutual funds advised by Voya, mutual funds sub-advised by third parties, mutual funds managed by external mutual fund companies or invested directly in securities.

Contributions allocated to the Fixed Accounts are invested in the general account of, and are guaranteed by, Voya. All other contributions allocated to any investment fund become part of separate accounts that are maintained separately from the general assets of Voya. The value of these contracts included in the financial statements, as reported to the Plan by Voya, is equal to the sum of the contributions made under the contracts, plus earnings, less participant withdrawals and administrative expenses.

**TUV SUD AMERICA INC. 401(K) SAVINGS PLAN**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**Years Ended December 31, 2024 and 2023**



The contract value of funds allocated to the traditional general account investments with Voya at December 31, 2024 and 2023 was \$9,583,736 and \$5,217,966, respectively. The minimum credit rate and actual crediting interest rates for the years ended December 31, 2024 and 2023 were as follows:

Investment	Minimum Credit Rate		Actual Crediting Interest Rate	
	2024	2023	2024	2023
Fixed Account	3.00%	3.00%	3.00%	3.00%
Fixed Account A	1.00%	1.00%	1.55%	1.43%

Withdrawals from these investments for other than the payment of benefits may be subject to a market value adjustment and a surrender charge and the ability to move funds out of these investments may be restricted by Voya.

The guarantee of values provided for investments made with Voya under the Plan’s investment contracts is based on the financial strength and claims-paying ability of Voya.

**5. Income Tax Status**

The Plan obtained its latest opinion letter, dated June 30, 2020, in which the IRS stated that the Plan and related trust, as then designed, were in compliance with the applicable requirements of the IRC. Although the Plan has been amended since receiving the opinion letter, the Plan Administrator and the Plan’s tax counsel believe that the Plan is designed and is currently being operated in compliance with the applicable requirements of the IRC.

Accounting principles generally accepted in the United States of America require Plan management to evaluate tax positions taken by the Plan and recognize a tax liability for any uncertain position that more likely than not would not be sustained upon examination by the IRS. The Plan Administrator has analyzed the tax positions taken by the Plan and has concluded that as of December 31, 2024, there are no uncertain positions taken, or expected to be taken, that would require recognition of a liability or disclosure in the financial statements. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

**TUV SUD AMERICA INC. 401(K) SAVINGS PLAN**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**Years Ended December 31, 2024 and 2023**



**6. Summary of Financial Data Certified by the Custodian**

The following is a summary of financial information and data certified by the custodian, Voya:

Statements of Net Assets Available for Plan Benefits at December 31, 2024 and 2023, except for contribution receivables, if any;

Investment income and interest income from participant notes receivable on the Statement of Changes in Net Assets Available for Plan Benefits for the year ended December 31, 2024; and

Investment information provided in the supplemental schedule, Schedule of Assets (Held at End of Year) at December 31, 2024.

**7. Differences from Form 5500**

Differences between the Annual Return/Report of Employee Benefit Plan, Form 5500, and these financial statements are a result of different classifications between line items in the financial statements. Total Plan assets are in agreement.

**8. Related Party Transactions and Party-in-Interest Transactions**

Plan investments are held and managed by Voya, the custodian of the Plan. Therefore, these transactions qualify as party-in-interest transactions. The Plan made payments of \$800 to the custodian during 2024. In addition, participant notes receivable qualify as party-in-interest transactions.

**9. Plan Merger**

The Plan Administrator adopted a resolution to merge the Global Risk Consultants Corp. Tax Deferred Savings Plan into this Plan on December 18, 2024.

The assets transferred to the Plan from the Global Risk Consultants Corp. Tax Deferred Savings Plan amounted to \$47,945,901, which included \$164,651 of participant notes receivable.

**TUV SUD AMERICA INC. 401(K) SAVINGS PLAN**  
**ATTACHMENT TO SCHEDULE H, PART 4, ITEM 4i - SCHEDULE OF ASSETS (HELD AT END OF YEAR)**  
**December 31, 2024**

Schedule 1



Employer Identification Number: 04-2951698  
 Plan Number: 001

(a)	(b) Identity of issue, borrower, lessor or similar party	(c) Description of investment including maturity date, rate of interest, collateral, par, or maturity value	(e) Current Value
	<u>Money Market Fund:</u>		
*	Voya	Government Money Market Fund Class A	\$ 127,438
	<u>Mutual Funds:</u>		
	Janus Henderson	Forty Fund Class N	15,811,744
	Vanguard	500 Index Fund Admiral Shares	12,273,429
	Vanguard	Target Retirement 2025 Fund	9,969,286
	Vanguard	Target Retirement 2045 Fund	7,684,407
	Vanguard	Target Retirement 2035 Fund	7,607,651
*	Voya	T. Rowe Price Diversified Mid Cap Growth Portfolio Class R6	5,967,061
	Vanguard	Growth Index Fund Admiral Shares	5,918,011
	Vanguard	Target Retirement 2055 Fund	4,775,502
	Vanguard	Target Retirement 2030 Fund	4,461,454
	Vanguard	Target Retirement 2050 Fund	3,702,939
	American Funds	Washington Mutual Investors Fund Class R6	3,437,188
*	Voya	T. Rowe Price Capital Appreciation Portfolio Class R6	3,414,798
	Vanguard	Small-Cap Index Fund Admiral Shares	3,099,723
	Invesco	Small Cap Value Fund Class R6	2,694,606
	Vanguard	Target Retirement 2040 Fund	2,358,750
	American Funds	American Balanced Fund Class R6	2,223,899
	Vanguard	Mid-Cap Index Fund Admiral Shares	2,130,314
	American Funds	Capital World Growth and Income Fund Class R6	2,124,138
	Victory	Sycamore Established Value Fund Class R6	2,014,585
	Nationwide	Geneva Small Cap Growth Fund Class R6	1,910,039
	Vanguard	Target Retirement 2060 Fund	1,871,892
	PIMCO	Income Fund Institutional Class	1,609,461
	American Funds	EuroPacific Growth Fund Class R6	1,388,127
	Vanguard	Target Retirement Income Fund	1,110,821
	Columbia	Large Cap Value Fund Class I3	1,104,624
	Invesco	Gold & Special Minerals Fund Class R6	1,036,626
	Blackrock	Sustainable Advantage Large Cap Core Fund Class K	944,215
	Vanguard	Total Bond Market Index Fund Admiral Shares	926,507
*	Voya	Intermediate Bond Fund Class R6	873,988
	PGIM	High Yield Fund Class R6	742,392
	Vanguard	LifeStrategy Growth Fund Investor Shares	725,308
	American Funds	New World Fund Class R6	722,389
	Columbia	Overseas Value Fund Institutional 3 Class	677,823
	Vanguard	LifeStrategy Moderate Growth Fund Investor Shares	589,712
	Vanguard	Target Retirement 2065 Fund	513,558
	Vanguard	LifeStrategy Income Fund Investor Shares	496,296
	Vanguard	Total International Stock Index Fund Admiral Shares	495,878
	DFA	Intermediate Government Fixed-Income Portfolio	386,179
	PGIM	Global Total Return Fund Class R6	345,120
	Goldman Sachs	International Small Cap Insights Fund Class R6	296,479
	Vanguard	Target Retirement 2020 Fund	244,301
	Vanguard	LifeStrategy Conservative Growth Fund Investor Shares	227,393
	Nuveen	Core Impact Bond Fund Class R6	40,485
	Vanguard	Target Retirement 2070 Fund	4,092
	Total Mutual Funds		<u>120,953,190</u>

TUV SUD AMERICA INC. 401(K) SAVINGS PLAN  
ATTACHMENT TO SCHEDULE H, PART 4, ITEM 4i - SCHEDULE OF ASSETS (HELD AT END OF YEAR)  
December 31, 2024

Schedule 1



<u>Insurance Company General Accounts:</u>		
*	Voya	Fixed Account 5,586,026 **
*	Voya	Fixed Account A <u>3,997,710 **</u>
		<u>9,583,736</u>
Participant Loans		
	Interest rates ranging from 4.25% to 9.50%; maturing at various dates through April 2034, collateralized by participant's vested account balance.	<u>677,211</u>
Total		<u>\$ 131,341,575</u>

\* Indicates party-in interest to the Plan.

\*\* Stated at contract value.

Note: All investments are participant directed; therefore, the unit and cost columns have been omitted.