

Form 5500

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security
Administration

Pension Benefit Guaranty Corporation

Annual Return/Report of Employee Benefit Plan

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

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

OMB Nos. 1210-0110
1210-0089

2023

This Form is Open to Public Inspection

Part I Annual Report Identification Information

For calendar plan year 2023 or fiscal plan year beginning 12/31/2023 and ending 12/28/2024

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

Part II Basic Plan Information—enter all requested information

1a Name of plan HAC, INC. EMPLOYEE STOCK OWNERSHIP PLAN
1b Three-digit plan number (PN) ▶ 002
1c Effective date of plan 01/01/2011
2a Plan sponsor's name (employer, if for a single-employer plan) Mailing address (include room, apt., suite no. and street, or P.O. Box) City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions) HAC, INC. 390 NE 36TH STREET OKLAHOMA CITY, OK 73105
2b Employer Identification Number (EIN) 43-1969314
2c Plan Sponsor's telephone number 405-290-3000
2d Business code (see instructions) 445110

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

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

Table with 4 columns: SIGN HERE, Signature, Date, and Name. Rows include: 1. Filed with authorized/valid electronic signature, 10/15/2025, ANDREA JACOBS; 2. Signature of plan administrator; 3. Filed with authorized/valid electronic signature, 10/15/2025, ANDREA JACOBS; 4. Signature of employer/plan sponsor; 5. Signature of DFE.

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

3a Plan administrator's name and address <input checked="" type="checkbox"/> Same as Plan Sponsor	3b Administrator's EIN	
	3c Administrator's telephone number	
4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report: a Sponsor's name c Plan Name	4b EIN	
	4d PN	
5 Total number of participants at the beginning of the plan year	5	2641
6 Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines 6a(1) , 6a(2) , 6b , 6c , and 6d). a(1) Total number of active participants at the beginning of the plan year a(2) Total number of active participants at the end of the plan year b Retired or separated participants receiving benefits c Other retired or separated participants entitled to future benefits d Subtotal. Add lines 6a(2) , 6b , and 6c e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits f Total. Add lines 6d and 6e g(1) Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item) g(2) Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item) h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested.....	6a(1)	1958
	6a(2)	1929
	6b	128
	6c	519
	6d	2576
	6e	32
	6f	2608
	6g(1)	3106
6g(2)	2599	
6h	127	
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item).....	7	

8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions:
 2E 2I 2P 2Q 3H 3I

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

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

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

- a Pension Schedules**
- (1) **R** (Retirement Plan Information)
 - (2) **MB** (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary
 - (3) **SB** (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary
 - (4) **DCG** (Individual Plan Information) – Number Attached 0
 - (5) **MEP** (Multiple-Employer Retirement Plan Information)

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

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

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

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

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

11c Enter the Receipt Confirmation Code for the 2023 Form M-1 annual report. If the plan was not required to file the 2023 Form M-1 annual report, enter the Receipt Confirmation Code for the most recent Form M-1 that was required to be filed under the Form M-1 filing requirements. (Failure to enter a valid Receipt Confirmation Code will subject the Form 5500 filing to rejection as incomplete.)

Receipt Confirmation Code _____

SCHEDULE C (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	Service Provider Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ File as an attachment to Form 5500.	<small>OMB No. 1210-0110</small> 2023 This Form is Open to Public Inspection.
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For calendar plan year 2023 or fiscal plan year beginning **12/31/2023** and ending **12/28/2024**

A Name of plan HAC, INC. EMPLOYEE STOCK OWNERSHIP PLAN	B Three-digit plan number (PN) ▶	002
C Plan sponsor's name as shown on line 2a of Form 5500 HAC, INC.	D Employer Identification Number (EIN) 43-1969314	

Part I Service Provider Information (see instructions)

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

1 Information on Persons Receiving Only Eligible Indirect Compensation

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

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

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

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

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

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

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

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

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

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

Part I Service Provider Information (continued)

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

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

Part II Service Providers Who Fail or Refuse to Provide Information

4 Provide, to the extent possible, the following information for each service provider who failed or refused to provide the information necessary to complete this Schedule.

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

Part III Termination Information on Accountants and Enrolled Actuaries (see instructions)
(complete as many entries as needed)

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

SCHEDULE H (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	Financial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110 2023 This Form is Open to Public Inspection
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For calendar plan year 2023 or fiscal plan year beginning 12/31/2023 and ending 12/28/2024	
A Name of plan HAC, INC. EMPLOYEE STOCK OWNERSHIP PLAN	B Three-digit plan number (PN) ▶ 002
C Plan sponsor's name as shown on line 2a of Form 5500 HAC, INC.	D Employer Identification Number (EIN) 43-1969314

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

		(a) Beginning of Year	(b) End of Year
Assets			
a Total noninterest-bearing cash	1a		
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)		
(2) Participant contributions	1b(2)		
(3) Other	1b(3)	926	6372
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)	2784	3845
(2) U.S. Government securities	1c(2)		
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)		
(B) All other	1c(3)(B)		
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)		
(B) Common	1c(4)(B)		
(5) Partnership/joint venture interests	1c(5)		
(6) Real estate (other than employer real property)	1c(6)		
(7) Loans (other than to participants)	1c(7)		
(8) Participant loans	1c(8)		
(9) Value of interest in common/collective trusts	1c(9)		
(10) Value of interest in pooled separate accounts	1c(10)		
(11) Value of interest in master trust investment accounts	1c(11)		
(12) Value of interest in 103-12 investment entities	1c(12)		
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)		
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)		
(15) Other	1c(15)		

1d Employer-related investments:		(a) Beginning of Year	(b) End of Year
(1) Employer securities	1d(1)	37800000	31400000
(2) Employer real property	1d(2)		
e Buildings and other property used in plan operation	1e		
f Total assets (add all amounts in lines 1a through 1e)	1f	37803710	31410217
Liabilities			
g Benefit claims payable	1g		
h Operating payables	1h		
i Acquisition indebtedness	1i		
j Other liabilities	1j	75928639	68864666
k Total liabilities (add all amounts in lines 1g through 1j)	1k	75928639	68864666
Net Assets			
l Net assets (subtract line 1k from line 1f)	1l	-38124929	-37454449

Part II Income and Expense Statement

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

Income		(a) Amount	(b) Total
a Contributions:			
(1) Received or receivable in cash from: (A) Employers	2a(1)(A)	10868894	
(B) Participants	2a(1)(B)		
(C) Others (including rollovers)	2a(1)(C)		
(2) Noncash contributions	2a(2)		
(3) Total contributions. Add lines 2a(1)(A), (B), (C), and line 2a(2)	2a(3)		10868894
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)	149	
(B) U.S. Government securities	2b(1)(B)		
(C) Corporate debt instruments	2b(1)(C)		
(D) Loans (other than to participants)	2b(1)(D)		
(E) Participant loans	2b(1)(E)		
(F) Other	2b(1)(F)		
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		149
(2) Dividends:			
(A) Preferred stock	2b(2)(A)		
(B) Common stock	2b(2)(B)		
(C) Registered investment company shares (e.g. mutual funds)	2b(2)(C)		
(D) Total dividends. Add lines 2b(2)(A), (B), and (C)	2b(2)(D)		0
(3) Rents	2b(3)		
(4) Net gain (loss) on sale of assets:			
(A) Aggregate proceeds	2b(4)(A)		
(B) Aggregate carrying amount (see instructions)	2b(4)(B)		
(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result	2b(4)(C)		
(5) Unrealized appreciation (depreciation) of assets:			
(A) Real estate	2b(5)(A)		
(B) Other	2b(5)(B)	-6400000	
(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B)	2b(5)(C)		

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts.....	2b(6)		
(7) Net investment gain (loss) from pooled separate accounts.....	2b(7)		
(8) Net investment gain (loss) from master trust investment accounts.....	2b(8)		
(9) Net investment gain (loss) from 103-12 investment entities.....	2b(9)		
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		
c Other income	2c		6357
d Total income. Add all income amounts in column (b) and enter total	2d		4475400

Expenses

e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	1528948	
(2) To insurance carriers for the provision of benefits.....	2e(2)		
(3) Other.....	2e(3)		
(4) Total benefit payments. Add lines 2e(1) through (3)	2e(4)		1528948
f Corrective distributions (see instructions).....	2f		
g Certain deemed distributions of participant loans (see instructions)	2g		
h Interest expense	2h		2126002
i Administrative expenses:			
(1) Salaries and allowances.....	2i(1)		
(2) Contract administrator fees.....	2i(2)		
(3) Recordkeeping fees.....	2i(3)		
(4) IQPA audit fees.....	2i(4)		
(5) Investment advisory and investment management fees	2i(5)		
(6) Bank or trust company trustee/custodial fees	2i(6)		
(7) Actuarial fees	2i(7)		
(8) Legal fees	2i(8)		
(9) Valuation/appraisal fees	2i(9)		
(10) Other trustee fees and expenses	2i(10)		
(11) Other expenses	2i(11)		
(12) Total administrative expenses. Add lines 2i(1) through (11)	2i(12)		0
j Total expenses. Add all expense amounts in column (b) and enter total	2j		3654950

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d	2k		820450
l Transfers of assets:			
(1) To this plan	2l(1)		
(2) From this plan	2l(2)		149970

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: PICKETT, CHANEY & MCMULLEN, LLP

(2) EIN: 48-1246310

d The opinion of an independent qualified public accountant is **not attached** as part of Schedule H because:

(1) This form is filed for a CCT, PSA, DCG or MTIA. (2) It will be attached to the next Form 5500 pursuant to 29 CFR 2520.104-50.

Part IV Compliance Questions

4 CCTs and PSAs do not complete Part IV. MTIAs, 103-12 IEs, and GIAs do not complete lines 4a, 4e, 4f, 4g, 4h, 4k, 4m, 4n, or 5. 103-12 IEs also do not complete lines 4j and 4l. MTIAs also do not complete line 4l. DCGs do not complete lines 4e, 4f, 4k, 4l, and 5, and DCGs generally complete the rest of Part IV collectively for all plans in the DCG, except as otherwise provided (see instructions).

During the plan year:

	Yes	No	Amount
a Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.)		X	
b Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.)		X	
c Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)		X	
d Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)		X	
e Was this plan covered by a fidelity bond?	X		1000000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?		X	
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?		X	
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?		X	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	X		
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)		X	
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?		X	
l Has the plan failed to provide any benefit when due under the plan?		X	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)		X	
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.			

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

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

5b(1) Name of plan(s)	5b(2) EIN(s)	5b(3) PN(s)
HAC, INC. 401K PLAN	43-1969314	001

5c Was the plan a defined benefit plan covered under the PBGC insurance program at any time during this plan year? (See ERISA section 4021 and instructions.) Yes No Not determined
 If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year _____.

SCHEDULE R (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	Retirement Plan Information This schedule is required to be filed under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500.	<small>OMB No. 1210-0110</small> 2023 This Form is Open to Public Inspection.
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For calendar plan year 2023 or fiscal plan year beginning 12/31/2023 and ending 12/28/2024

A Name of plan <u>HAC, INC. EMPLOYEE STOCK OWNERSHIP PLAN</u>	B Three-digit plan number (PN) ▶	<u>002</u>
C Plan sponsor's name as shown on line 2a of Form 5500 <u>HAC, INC.</u>	D Employer Identification Number (EIN) <u>43-1969314</u>	

Part I	Distributions
---------------	----------------------

All references to distributions relate only to payments of benefits during the plan year.

1 Total value of distributions paid in property other than in cash or the forms of property specified in the instructions.....	1	0
---	---	---

2 Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits):
 EIN(s): 42-0127290

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

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

a Name of contributing employer _____

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

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

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

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

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

a Name of contributing employer _____

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

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

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

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

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

a Name of contributing employer _____

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

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

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

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

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

a Name of contributing employer _____

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

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

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

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

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

a Name of contributing employer _____

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

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

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

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

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

a Name of contributing employer _____

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Part VII IRS Compliance Questions

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

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

22 If the plan sponsor is an adopter of a pre-approved plan that received a favorable IRS Opinion Letter, enter the date of the Opinion Letter 12 / 31 / 2018 (MM/DD/YYYY) and the Opinion Letter serial number Q702653A.

**HAC, INC. EMPLOYEE
STOCK OWNERSHIP PLAN**

FINANCIAL STATEMENTS AND
INDEPENDENT AUDITORS' REPORT
DECEMBER 28, 2024 AND DECEMBER 30, 2023



INDEPENDENT AUDITORS' REPORT

To the Board of Directors and Participants of the HAC, Inc. Employee Stock Ownership Plan
Oklahoma City, Oklahoma

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

We have performed an audit of the financial statements of the HAC, Inc. Employee Stock Ownership Plan (the "Plan"), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 ("ERISA"), as permitted by ERISA Section 103(a)(3)(C) ("ERISA Section 103(a)(3)(C) audit"). The financial statements comprise the statement of net assets available for benefits as of December 28, 2024 and December 30, 2023, and the related statement of changes in net assets available for benefits for the year ended December 28, 2024, and the related notes to the financial statements.

Management, having determined it is permissible in the circumstances, has elected to have the audit 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 28, 2024 and December 30, 2023, and for the year ended December 28, 2024, stating that the certified investment information, as described in Note 4 to the financial statements, is complete and accurate.

Opinion

In our opinion, based on our audit 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 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. 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 audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our ERISA Section 103(a)(3)(C) audit opinion.

Emphasis of Matter

As discussed in Note 3, the financial statements include investments in HAC, Inc. common stock valued at \$31,400,000 (99.9% of total assets), whose fair value has been estimated based upon an independent appraisal in the absence of readily determinable fair values. Our opinion is not modified with respect to this matter.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of 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 generally accepted auditing standards, we:

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

Our audit 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 as of December 28, 2024 is presented for purpose of additional analysis and is not a required part of the financial statements but is supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedule, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with generally accepted auditing standards. For information included in the supplemental schedule that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

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

In our opinion:

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

Pickett, Chaney & McMullen LLP

Overland Park, Kansas
October 15, 2025

HAC, INC. EMPLOYEE STOCK OWNERSHIP PLAN

STATEMENT OF NET ASSETS (DEFICIT) AVAILABLE FOR BENEFITS DECEMBER 28, 2024

	Allocated	Unallocated	Total
ASSETS:			
Investments, at fair value:			
Common Stock of HAC, Inc. (10,000,000 shares)	\$ 18,833,328	\$ 12,566,672	\$ 31,400,000
Money market	<u>3,845</u>	<u> </u>	<u>3,845</u>
Total investments	18,837,173	12,566,672	31,403,845
Other receivable	<u>6,372</u>	<u> </u>	<u>6,372</u>
Total assets	18,843,545	12,566,672	31,410,217
LIABILITIES -			
Note payable to HAC, Inc.	-	68,859,666	68,859,666
Other payable	<u>5,000</u>	<u> </u>	<u>5,000</u>
Total liabilities	<u>5,000</u>	<u>68,859,666</u>	<u>68,864,666</u>
NET ASSETS (DEFICIT) AVAILABLE FOR BENEFITS	<u>\$ 18,838,545</u>	<u>\$ (56,292,994)</u>	<u>\$ (37,454,449)</u>

See notes to financial statements.

HAC, INC. EMPLOYEE STOCK OWNERSHIP PLAN

STATEMENT OF NET ASSETS (DEFICIT) AVAILABLE FOR BENEFITS DECEMBER 30, 2023

	Allocated	Unallocated	Total
ASSETS:			
Investments, at fair value:			
Common Stock of HAC, Inc. (10,000,000 shares)	\$ 20,891,368	\$ 16,908,632	\$ 37,800,000
Money market	<u>2,784</u>	<u></u>	<u>2,784</u>
Total investments	20,894,152	16,908,632	37,802,784
Other receivable	<u>927</u>	<u>-</u>	<u>927</u>
Total assets	20,895,079	16,908,632	37,803,711
LIABILITIES -			
Note payable to HAC, Inc.	<u>-</u>	<u>75,928,639</u>	<u>75,928,639</u>
Total liabilities	<u>-</u>	<u>75,928,639</u>	<u>75,928,639</u>
NET ASSETS (DEFICIT) AVAILABLE FOR BENEFITS	<u>\$ 20,895,079</u>	<u>\$ (59,020,007)</u>	<u>\$ (38,124,928)</u>

See notes to financial statements.

HAC, INC. EMPLOYEE STOCK OWNERSHIP PLAN

STATEMENT OF CHANGES IN NET ASSETS (DEFICIT) AVAILABLE FOR BENEFITS - YEAR ENDED DECEMBER 28, 2024

	Allocated	Unallocated	Total
ADDITIONS TO NET ASSETS			
ATTRIBUTABLE TO:			
Interest Income	\$ 149		\$ 149
Employer contributions	1,673,920	\$ 9,194,974	10,868,894
Other income	6,357		6,357
Allocation of 471,058.1082 shares of Company Stock	<u>1,479,122</u>	<u>(1,479,122)</u>	<u>-</u>
Total additions	3,159,548	7,715,852	10,875,400
DEDUCTIONS FROM NET ASSETS			
ATTRIBUTABLE TO:			
Net depreciation in estimated fair value of investments	3,537,163	2,862,837	6,400,000
Benefit payments	1,528,949		1,528,949
Interest expense	<u>-</u>	<u>2,126,002</u>	<u>2,126,002</u>
Total deductions	<u>5,066,112</u>	<u>4,988,839</u>	<u>10,054,951</u>
NET INCREASE (DECREASE)	(1,906,564)	2,727,013	820,449
TRANSFER TO OTHER PLAN	(149,970)		(149,970)
NET ASSETS (DEFICIT) AVAILABLE FOR BENEFITS:			
Beginning of year	<u>20,895,079</u>	<u>(59,020,007)</u>	<u>(38,124,928)</u>
End of year	<u>\$ 18,838,545</u>	<u>\$ (56,292,994)</u>	<u>\$ (37,454,449)</u>

See notes to financial statements.

HAC, INC. EMPLOYEE STOCK OWNERSHIP PLAN

NOTES TO THE FINANCIAL STATEMENTS DECEMBER 28, 2024 AND DECEMBER 30, 2023

1. DESCRIPTION OF THE PLAN

The HAC, Inc. Employee Stock Ownership Plan (the “Plan”) was adopted by the Board of Directors of HAC, Inc. (the “Company” or the “Sponsor”) on December 27, 2011 and operates as a leveraged Employee Stock Ownership Plan (“ESOP”). The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (“ERISA”). The Plan was effective January 1, 2011. The Plan’s year end is based on the 52–53-week period ending on the last Saturday in December.

The Plan is administered by the ESOP Committee, comprised of individuals appointed by the Company’s Board of Directors. The following description of the Plan provides only general information. The trust department of GreatBanc Trust Co., an independent third party, is the Plan’s trustee and custodian. Principal Financial Group is the Plan’s recordkeeper.

The Plan purchased all of the Company’s common stock (10,000,000 shares), using the proceeds of a borrowing with the Company and Associated Wholesale Grocers (“AWG”) in the amount of \$145,000,000. The Company maintains a separate stock account for each participant and credits thereto the number of shares of employer stock allocated to the participant as a result of the employer’s contribution and forfeitures of terminated participants’ nonvested accounts as of the annual accounting date for each plan year (the last Saturday of the year). As the Plan makes each payment of principal and interest, an appropriate percentage of stock is allocated to eligible participant accounts in accordance with applicable provisions of the Plan.

The borrowing is collateralized by the unallocated shares of stock. The Company has no rights against shares once they are allocated under the ESOP. As the remaining loan to the Company is paid off, shares are allocated to eligible participants. Accordingly, the financial statements of the Plan present separately the assets and liabilities and changes therein pertaining to:

1. The accounts of participants with vested rights in allocated stock (allocated).
2. Stock not yet allocated to participants (unallocated).

Eligibility – An employee is eligible to participate in the Plan after working one year, with 1,000 hours of service. The entry dates are the first calendar day of each quarter after the above conditions have been met. Any employee who was employed on December 27, 2011 and met the eligibility conditions above were automatically eligible to participate in the Plan on December 27, 2011. Leased employees, non-resident aliens, and members of a bargaining unit other than Local 1000 and Local 1996 are not eligible to participate in the Plan.

Employer Contributions – In order to receive an ESOP contribution, a participant must have 1,000 hours of service during the year and be employed on the last day of the year. A participant who is not employed at the end of the year, but died during the year, becomes permanently disabled, retires upon reaching the age of 55 with 10 years or service, or retires at the age of 65 with 5 years of service, is eligible for a contribution. For purposes of counting years of service, the Plan document states that any year beginning on January 1, 2003 with 1,000 hours will count as a year of service.

ESOP contributions are discretionary based on the ESOP Committee’s decisions, but at a minimum must satisfy the loan’s amortization schedule. For 2024, the contribution was equal to the amount required to pay the principal and interest on the loan. The Plan Sponsor also contributed the amount that was required for benefit payments to participants.

The amount was allocated to each group as follows:

- Non-union employees' group – 2.85% as a percent of eligible compensation.
- Union employees' group – 2.13% as a percent of eligible compensation, which excludes the amounts contributed to the union's pension plan.

In the event that the sum of the above amounts is less than the required loan payment, a proportional share of each group's amount to the total will be contributed in order to satisfy the principal and interest payment.

Eligible compensation is measured from the point at which time an employee becomes a participant.

Allocations to Participants' Accounts – Contributions are allocated to each participant's ESOP account as follows:

Non-union employees – Contributions are allocated to non-union employees based on each person's relative, eligible compensation to the total relative, eligible compensation for all eligible non-union employees.

Union employees – Contributions are allocated to union employees based on the proportional share of each person's hours worked during the year to total hours worked for all eligible union employees.

Payment of Benefits – Distributions related to ESOP account balances will be made as follows:

- A participant who terminates employment with the Company who has a balance of less than \$5,000 will receive a distribution in the year following the date of termination, after the valuation has been completed.
- A participant who reaches normal retirement age, dies, or becomes permanently disabled during a year with a balance exceeding \$5,000 may receive a distribution in the year following the date of the event that led to termination, after the valuation has been completed.
- A participant who terminates employment due to resignation or being laid off for reasons other than those mentioned in the preceding points with a balance exceeding \$5,000 must wait until the 5th Plan year after the year that termination occurred to begin the distribution process.

Distributions of balances less than \$1,000 will be paid out in a lump sum. Distributions of balances greater than \$1,000, but less than \$5,000 will be rolled over into an IRA, absent any other direction from the former employee. A terminated employee with a balance greater than \$5,000 will be paid out in 5 equal installments. Each installment will be a minimum of \$5,000 or the remaining balance, whichever is less.

Vesting – Contributions to the Plan become fully vested after 3 years. There is no vesting earned prior to achieving 3 years of service. In order to be credited with a year of service, a participant must work 1,000 hours during a year. Service for years worked prior to 2003 are not counted for vesting.

Forfeitures – Amounts that are forfeited from the ESOP accounts of participants whose account balances are not fully vested are reallocated to eligible participants (forfeitures from union employees are reallocated to union employees, and forfeitures of non-union employees are reallocated to non-union employees), as set forth in the Plan document. During the 2024 Plan

year, approximately 12,000 shares of common stock were forfeited and reallocated to participants.

Expenses – The Company pays the majority of the Plan’s expenses. Interest expense is paid by the Plan.

Voting Rights – Each participant is entitled to exercise voting rights attributable to the shares allocated to his or her account and is notified by the trustee prior to the time that such rights are to be exercised. The trustee is permitted to vote any share for which a participant has not given instructions.

Put Option – Under federal income tax regulations, the employer securities that are held by the Plan and its participants and that are not readily tradable on an established market, or that are subject to trading limitations, include a put option (liquidity put). The liquidity put is a right to demand that the Company buy shares of its stock held by the participant for which there is no market. The put price is representative of the fair market value of the stock as of the most recent valuation date. The terms of the payment for the purchase of such stock are set forth in the Plan document and may be either in a lump sum or in installments. The purpose of the liquidity put is to ensure that the participant has the ability to ultimately obtain cash.

Diversification – Diversification is offered to participants close to retirement so that they may have the opportunity to move part of the value of their investment in Company stock into investments that are more diversified. Each participant in the Plan who has reached the age of 55 with 10 years of participation under the Plan has the ability to direct at least 25 percent of his or her account balance attributable to Company Stock over a 5-year period, and in the 6th year, may diversify 50% of his or her account balance.

Effective January 1, 2021, participants who have met the age and or service requirements to be eligible to diversify investments in this Plan, may choose to transfer a portion of their accounts into the HAC, Inc. 401(k) Plan (“401(k) Plan”), another defined contribution Plan sponsored by the Company. Certain union employees of the Company are not eligible to participate in the 401(k) Plan. However, the 401(k) Plan was amended so that it will accept rollovers as a result of diversification in this Plan, for all participants in the ESOP. The amount of funds transferred to the 401(k) Plan in the current year was \$149,970.

Termination of the Plan – Although the Company has not expressed any intent to do so, it has the right to discontinue its contributions at any time and to terminate the Plan subject to the provisions set forth in the Plan and under ERISA. In the event that the Plan should be terminated, participants will become 100% vested in their accounts. Any unallocated forfeitures or contributions as of the date of the Plan termination will be allocated based on normal Plan provisions. Account balances would be adjusted for earnings or losses since the last valuation date. The Plan’s normal provisions concerning the form and procedures for benefit distributions would be applied.

The ESOP Committee shall direct the trustee to pay all liabilities and expenses of the trust fund and to sell shares of financed stock held in the loan suspense account to the extent it determines such sale to be necessary in order to repay the loan.

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of Accounting and Presentation – The accompanying financial statements have been prepared on the accrual basis of accounting in accordance with accounting principles generally accepted in the United States of America.

Investment Valuation and Income Recognition – The Plan’s investment is stated at fair value. Fair value is the price that would be received to sell an asset or paid to transfer an estimated

liability in an orderly transaction between market participants at the measurement date. Purchases and sales of securities are recorded on a trade-date basis.

Use of Estimates – The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the reporting period. Actual results could differ from those estimates.

Contributions – Contributions are reported in the year services are rendered to the Company by the Plan participants.

Payment of Benefits – Benefit payments are reported in the year paid.

Risks and Uncertainties – The Plan's main investment is the Company's common stock. The stock is exposed to various risks, such as interest rate, market, and credit risks, as well as valuation assumptions based on earnings, cash flows, and/or other such techniques. Due to the level of risk associated with the investment in the Company's common stock, it is at least reasonably possible that changes in the value of the common stock will occur in the near term and, that such changes could materially affect the amounts reported in the financial statements.

Measurement Date of Investments – The Plan used the *Measurement Date Practical Expedient* to simplify the accounting for the Plan since the fiscal year end of the Plan doesn't always coincide with the calendar month end. This allows the Plan to measure its investments and investment related accounts using the month end closest to its fiscal year end. There were no transactions that occurred between December 28, 2024 (the Plan's fiscal year end for 2024) and December 31, 2024, the closest month end date.

Date of Management's Review – Subsequent events have been evaluated through October 15, 2025, which is the date the financial statements were available to be issued.

3. FAIR VALUE MEASUREMENTS

FASB ASC 820, *Fair Value Measurements*, provides the framework for measuring fair value. That framework provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (level 1 measurements) and the lowest priority to unobservable inputs (level 3 measurements). The three levels of the fair value hierarchy are described as follows:

Level 1 – Inputs consist of unadjusted quoted prices for identical assets in active markets that the plan has the ability to access.

Level 2 – Inputs consist of 1) quoted prices for similar assets in active markets, 2) quoted prices for identical or similar assets in inactive markets, 3) inputs other than quoted prices that are observable, and 4) inputs that are derived principally from or corroborated by observable market data by correlation or other means. If the asset has a specified (contractual) term, the level 2 input must be observable for substantially the full term.

Level 3 – Inputs consist of unobservable inputs where there is little or no market activity, and the reporting entity makes estimates and assumptions related to the pricing of the asset including assumptions regarding risk.

The assets fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques used need to maximize the use of observable inputs and minimize the use of unobservable inputs.

The following is a description of the valuation methodologies used for assets measured at fair value. There have been no changes in the methodologies used at December 28, 2024 and December 30, 2023:

Money Market Fund – Valued at cost which approximates fair value.

Company Stock of HAC, Inc. – The Company Stock is valued at estimated fair value by an independent appraiser using the Market Approach – *Guideline Public Company Method* and the Income Approach – *Discounted Future Returns Method*. The appraiser took into account historical and projected cash flow and net income, return on assets, return on equity, market comparables, and estimated fair value of company assets and liabilities.

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

The Plan's investments are reported at fair value as follows at December 28, 2024 and December 30, 2023:

	<u>Fair Value</u>	<u>Fair Value Measurements Using:</u>		
		<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>
December 28, 2024:				
Company Stock of HAC, Inc.	\$ 31,400,000	\$ -	\$ -	\$ 31,400,000
Money Market Fund	<u>3,845</u>	<u>-</u>	<u>3,845</u>	<u>-</u>
	<u>\$ 31,403,845</u>	<u>\$ -</u>	<u>\$ 3,845</u>	<u>\$ 31,400,000</u>
December 30, 2023:				
Company Stock of HAC, Inc.	\$ 37,800,000	\$ -	\$ -	\$ 37,800,000
Money Market Fund	<u>2,784</u>	<u>-</u>	<u>2,784</u>	<u>-</u>
	<u>\$ 37,802,784</u>	<u>\$ -</u>	<u>\$ 2,784</u>	<u>\$ 37,800,000</u>

The following represents the Plan's investment in Company common stock:

	<u>2024</u>		<u>2023</u>	
	<u>Allocated</u>	<u>Unallocated</u>	<u>Allocated</u>	<u>Unallocated</u>
Company Stock of HAC, Inc.:				
Number of shares	<u>5,997,875.12</u>	<u>4,002,124.88</u>	<u>5,526,817.02</u>	<u>4,473,182.98</u>
Cost	<u>\$ 86,969,189</u>	<u>\$ 58,030,811</u>	<u>\$ 80,138,847</u>	<u>\$ 64,861,153</u>
Estimated fair value	<u>\$ 18,833,328</u>	<u>\$ 12,566,672</u>	<u>\$ 20,891,368</u>	<u>\$ 16,908,632</u>

The following table provides further details of Level 3 fair value measurement for the year ended December 28, 2024:

Balance at December 30, 2023	\$ 37,800,000
Unrealized loss relating to investment held at reporting date	(6,400,000)
Purchases	-
Sales	-
Balance at December 28, 2024	<u>\$ 31,400,000</u>

The amount of total gains or losses for the period included in changes in net assets attributable to the change in unrealized gains or losses relating to assets still held at the reporting date.	<u>\$ (6,400,000)</u>
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The following table represents the qualitative information about significant unobservable inputs used in level 3 fair value measurements, including the valuation techniques used to measure the fair value, and the significant unobservable inputs.

<u>Investment</u>	<u>Fair Value 12/28/2024</u>	<u>Valuation Technique</u>	<u>Unobservable Inputs</u>
Company Stock	\$ 31,400,000	Market Approach <i>Guideline Public Company Method</i>	- Liquidity, Coverage & Leverage Ratios - Profitability & Return Ratios - Growth rates - Market Pricing Multiples - Premium for Control - Discount for lack of marketability
		Income Approach <i>Discounted Future Returns Method</i>	- Earnings Stream - Discount Rate - Terminal Value - Sustainable Long-Term Growth Rate - Premium for Control - Discount for lack of marketability
<u>Investment</u>	<u>Fair Value 12/30/2023</u>		
Company Stock	\$ 37,800,000	Same as above	Same as above

The valuation process involves Plan management's selection of an independent appraiser under contract with the right to cancel such contract at any time. Plan management accumulates the data for the appraiser from the reviewed financial statements of the Company. The appraiser prepares a preliminary report which Plan management, along with the ESOP trustee, reviews in detail, discusses and approves.

4. INFORMATION CERTIFIED BY THE TRUSTEE

The plan administrator has elected the method of annual reporting compliance permitted by 29 CFR 2520.103-8 of the Department of Labor Rules and Regulations for Reporting and Disclosure under ERISA. Accordingly, GreatBanc Trust Company, the trustee of the Plan, has certified that the following data included in the accompanying financial statements and supplemental schedule is complete and accurate with respect to investments as of December 28, 2024 and December 30, 2023, and for the year ended December 28, 2024 (the measurement date of the investments):

- Investments, at estimated fair value
- Net depreciation in fair value of investments
- Interest income
- Schedule of Assets (Held at End of Year)

The Plan's independent public accountants did not perform auditing procedures with respect to this information, except for comparing such information to the related information included in the financial statements and supplemental schedule.

5. LOAN PAYABLE

On December 27, 2011, the Plan borrowed \$145,000,000 from the Company to purchase all of the outstanding stock of the company – 10,000,000 shares. Unallocated shares are collateral for the loan. The loan's interest rate is 2.8%. Interest expense on the loan during the year ended December 28, 2024, was \$2,126,002. Principal payments are to be paid annually through the year 2033. The principal payments are as follows:

2025	\$	7,325,311
2026		7,590,945
2027		7,866,211
2028		8,151,460
2029		8,447,052
Thereafter		<u>29,478,687</u>
	\$	<u>68,859,666</u>

6. TAX STATUS

The Plan received a determination letter dated June 28, 2023, indicating that it is qualified under Section 401(a) of the Internal Revenue Code (the Code). The Plan's administrator believes that the Plan is currently designed and being operated in compliance with the applicable requirements of the Code, and that the Plan qualifies under Section 401(a) and the related trust is tax exempt as of December 28, 2024. Therefore, no provision for income taxes has been included in the Plan's financial statements.

Generally accepted accounting principles requires Plan management to evaluate tax positions taken by the Plan and recognizes a tax liability (or asset) if the Plan has taken an uncertain tax position that more likely than not would not be sustained upon examination by the applicable taxing authorities. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

The Company was contacted by the Department of Labor ("DOL") in June 2025. The DOL requested that the Company provide them with the audited 2023 Plan's financial statements, as well as the Corporate audited financial statements for the 2024 and 2023 fiscal year ends. The Company is cooperating with the DOL in regard to these requests.

7. RELATED PARTY AND PARTY-IN-INTEREST TRANSACTIONS

The Plan invests in Company common stock and has indebtedness guaranteed by the Company. These are related party and party-in-interest transactions.

8. CONCENTRATION OF CREDIT RISK

Financial instruments, which could potentially subject the Plan to significant concentrations of credit risk, consist of the investment in common stock of the Company. The investment in the common stock of the Company accounts for 99.9% of the total Plan investments at December 28, 2024 and December 30, 2023. The Plan owns 100% of the Company's issued and outstanding shares of common stock. The value of this investment is dependent upon the future operations of the Company.

9. SUBSEQUENT EVENT

As discussed in Note 6, the Company was contacted by the DOL subsequent to the Plan's year end.

* * * * *

HAC, INC. EMPLOYEE STOCK OWNERSHIP PLAN

FORM 5500, SCHEDULE H, PART IV, LINE 4i – SCHEDULE OF ASSETS
(HELD AT END OF YEAR) AS OF DECEMBER 28, 2024 – SEE FORM 5500

Employer Identification Number: 43-1969314 Plan Number: 002

(a)	(b)	(c)	(d)	(e)
Identity of Issue, Borrower, Lessor or Similar Party	Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value		Cost	Current Value
Goldman Sachs Fin Sq Tr Oblig Fund	Money Market Fund		\$ 3,845	\$ 3,845
* HAC, Inc. Company Stock	Closely Held Common Stock (10,000,000 shares)		<u>145,000,000</u>	<u>31,400,000</u>
Total Investments			<u>\$ 145,003,845</u>	<u>\$ 31,403,845</u>

* Represents a party-in-interest.

**HAC, INC. EMPLOYEE
STOCK OWNERSHIP PLAN**

FINANCIAL STATEMENTS AND
INDEPENDENT AUDITORS' REPORT
DECEMBER 28, 2024 AND DECEMBER 30, 2023



INDEPENDENT AUDITORS' REPORT

To the Board of Directors and Participants of the HAC, Inc. Employee Stock Ownership Plan
Oklahoma City, Oklahoma

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

We have performed an audit of the financial statements of the HAC, Inc. Employee Stock Ownership Plan (the "Plan"), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 ("ERISA"), as permitted by ERISA Section 103(a)(3)(C) ("ERISA Section 103(a)(3)(C) audit"). The financial statements comprise the statement of net assets available for benefits as of December 28, 2024 and December 30, 2023, and the related statement of changes in net assets available for benefits for the year ended December 28, 2024, and the related notes to the financial statements.

Management, having determined it is permissible in the circumstances, has elected to have the audit 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 28, 2024 and December 30, 2023, and for the year ended December 28, 2024, stating that the certified investment information, as described in Note 4 to the financial statements, is complete and accurate.

Opinion

In our opinion, based on our audit 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 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. 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 audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our ERISA Section 103(a)(3)(C) audit opinion.

Emphasis of Matter

As discussed in Note 3, the financial statements include investments in HAC, Inc. common stock valued at \$31,400,000 (99.9% of total assets), whose fair value has been estimated based upon an independent appraisal in the absence of readily determinable fair values. Our opinion is not modified with respect to this matter.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of 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 generally accepted auditing standards, we:

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

Our audit 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 as of December 28, 2024 is presented for purpose of additional analysis and is not a required part of the financial statements but is supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedule, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with generally accepted auditing standards. For information included in the supplemental schedule that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

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

In our opinion:

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

Pickett, Chaney & McMullen LLP

Overland Park, Kansas
October 15, 2025

HAC, INC. EMPLOYEE STOCK OWNERSHIP PLAN

STATEMENT OF NET ASSETS (DEFICIT) AVAILABLE FOR BENEFITS DECEMBER 28, 2024

	Allocated	Unallocated	Total
ASSETS:			
Investments, at fair value:			
Common Stock of HAC, Inc. (10,000,000 shares)	\$ 18,833,328	\$ 12,566,672	\$ 31,400,000
Money market	<u>3,845</u>	<u> </u>	<u>3,845</u>
Total investments	18,837,173	12,566,672	31,403,845
Other receivable	<u>6,372</u>	<u> </u>	<u>6,372</u>
Total assets	18,843,545	12,566,672	31,410,217
LIABILITIES -			
Note payable to HAC, Inc.	-	68,859,666	68,859,666
Other payable	<u>5,000</u>	<u> </u>	<u>5,000</u>
Total liabilities	<u>5,000</u>	<u>68,859,666</u>	<u>68,864,666</u>
NET ASSETS (DEFICIT) AVAILABLE FOR BENEFITS	<u>\$ 18,838,545</u>	<u>\$ (56,292,994)</u>	<u>\$ (37,454,449)</u>

See notes to financial statements.

HAC, INC. EMPLOYEE STOCK OWNERSHIP PLAN

STATEMENT OF NET ASSETS (DEFICIT) AVAILABLE FOR BENEFITS DECEMBER 30, 2023

	Allocated	Unallocated	Total
ASSETS:			
Investments, at fair value:			
Common Stock of HAC, Inc. (10,000,000 shares)	\$ 20,891,368	\$ 16,908,632	\$ 37,800,000
Money market	<u>2,784</u>	<u></u>	<u>2,784</u>
Total investments	20,894,152	16,908,632	37,802,784
Other receivable	<u>927</u>	<u>-</u>	<u>927</u>
Total assets	20,895,079	16,908,632	37,803,711
LIABILITIES -			
Note payable to HAC, Inc.	<u>-</u>	<u>75,928,639</u>	<u>75,928,639</u>
Total liabilities	<u>-</u>	<u>75,928,639</u>	<u>75,928,639</u>
NET ASSETS (DEFICIT) AVAILABLE FOR BENEFITS	<u>\$ 20,895,079</u>	<u>\$ (59,020,007)</u>	<u>\$ (38,124,928)</u>

See notes to financial statements.

HAC, INC. EMPLOYEE STOCK OWNERSHIP PLAN

STATEMENT OF CHANGES IN NET ASSETS (DEFICIT) AVAILABLE FOR BENEFITS - YEAR ENDED DECEMBER 28, 2024

	Allocated	Unallocated	Total
ADDITIONS TO NET ASSETS			
ATTRIBUTABLE TO:			
Interest Income	\$ 149		\$ 149
Employer contributions	1,673,920	\$ 9,194,974	10,868,894
Other income	6,357		6,357
Allocation of 471,058.1082 shares of Company Stock	<u>1,479,122</u>	<u>(1,479,122)</u>	<u>-</u>
Total additions	3,159,548	7,715,852	10,875,400
DEDUCTIONS FROM NET ASSETS			
ATTRIBUTABLE TO:			
Net depreciation in estimated fair value of investments	3,537,163	2,862,837	6,400,000
Benefit payments	1,528,949		1,528,949
Interest expense	<u>-</u>	<u>2,126,002</u>	<u>2,126,002</u>
Total deductions	<u>5,066,112</u>	<u>4,988,839</u>	<u>10,054,951</u>
NET INCREASE (DECREASE)	(1,906,564)	2,727,013	820,449
TRANSFER TO OTHER PLAN	(149,970)		(149,970)
NET ASSETS (DEFICIT) AVAILABLE FOR BENEFITS:			
Beginning of year	<u>20,895,079</u>	<u>(59,020,007)</u>	<u>(38,124,928)</u>
End of year	<u>\$ 18,838,545</u>	<u>\$ (56,292,994)</u>	<u>\$ (37,454,449)</u>

See notes to financial statements.

HAC, INC. EMPLOYEE STOCK OWNERSHIP PLAN

NOTES TO THE FINANCIAL STATEMENTS DECEMBER 28, 2024 AND DECEMBER 30, 2023

1. DESCRIPTION OF THE PLAN

The HAC, Inc. Employee Stock Ownership Plan (the “Plan”) was adopted by the Board of Directors of HAC, Inc. (the “Company” or the “Sponsor”) on December 27, 2011 and operates as a leveraged Employee Stock Ownership Plan (“ESOP”). The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (“ERISA”). The Plan was effective January 1, 2011. The Plan’s year end is based on the 52–53-week period ending on the last Saturday in December.

The Plan is administered by the ESOP Committee, comprised of individuals appointed by the Company’s Board of Directors. The following description of the Plan provides only general information. The trust department of GreatBanc Trust Co., an independent third party, is the Plan’s trustee and custodian. Principal Financial Group is the Plan’s recordkeeper.

The Plan purchased all of the Company’s common stock (10,000,000 shares), using the proceeds of a borrowing with the Company and Associated Wholesale Grocers (“AWG”) in the amount of \$145,000,000. The Company maintains a separate stock account for each participant and credits thereto the number of shares of employer stock allocated to the participant as a result of the employer’s contribution and forfeitures of terminated participants’ nonvested accounts as of the annual accounting date for each plan year (the last Saturday of the year). As the Plan makes each payment of principal and interest, an appropriate percentage of stock is allocated to eligible participant accounts in accordance with applicable provisions of the Plan.

The borrowing is collateralized by the unallocated shares of stock. The Company has no rights against shares once they are allocated under the ESOP. As the remaining loan to the Company is paid off, shares are allocated to eligible participants. Accordingly, the financial statements of the Plan present separately the assets and liabilities and changes therein pertaining to:

1. The accounts of participants with vested rights in allocated stock (allocated).
2. Stock not yet allocated to participants (unallocated).

Eligibility – An employee is eligible to participate in the Plan after working one year, with 1,000 hours of service. The entry dates are the first calendar day of each quarter after the above conditions have been met. Any employee who was employed on December 27, 2011 and met the eligibility conditions above were automatically eligible to participate in the Plan on December 27, 2011. Leased employees, non-resident aliens, and members of a bargaining unit other than Local 1000 and Local 1996 are not eligible to participate in the Plan.

Employer Contributions – In order to receive an ESOP contribution, a participant must have 1,000 hours of service during the year and be employed on the last day of the year. A participant who is not employed at the end of the year, but died during the year, becomes permanently disabled, retires upon reaching the age of 55 with 10 years or service, or retires at the age of 65 with 5 years of service, is eligible for a contribution. For purposes of counting years of service, the Plan document states that any year beginning on January 1, 2003 with 1,000 hours will count as a year of service.

ESOP contributions are discretionary based on the ESOP Committee’s decisions, but at a minimum must satisfy the loan’s amortization schedule. For 2024, the contribution was equal to the amount required to pay the principal and interest on the loan. The Plan Sponsor also contributed the amount that was required for benefit payments to participants.

The amount was allocated to each group as follows:

- Non-union employees' group – 2.85% as a percent of eligible compensation.
- Union employees' group – 2.13% as a percent of eligible compensation, which excludes the amounts contributed to the union's pension plan.

In the event that the sum of the above amounts is less than the required loan payment, a proportional share of each group's amount to the total will be contributed in order to satisfy the principal and interest payment.

Eligible compensation is measured from the point at which time an employee becomes a participant.

Allocations to Participants' Accounts – Contributions are allocated to each participant's ESOP account as follows:

Non-union employees – Contributions are allocated to non-union employees based on each person's relative, eligible compensation to the total relative, eligible compensation for all eligible non-union employees.

Union employees – Contributions are allocated to union employees based on the proportional share of each person's hours worked during the year to total hours worked for all eligible union employees.

Payment of Benefits – Distributions related to ESOP account balances will be made as follows:

- A participant who terminates employment with the Company who has a balance of less than \$5,000 will receive a distribution in the year following the date of termination, after the valuation has been completed.
- A participant who reaches normal retirement age, dies, or becomes permanently disabled during a year with a balance exceeding \$5,000 may receive a distribution in the year following the date of the event that led to termination, after the valuation has been completed.
- A participant who terminates employment due to resignation or being laid off for reasons other than those mentioned in the preceding points with a balance exceeding \$5,000 must wait until the 5th Plan year after the year that termination occurred to begin the distribution process.

Distributions of balances less than \$1,000 will be paid out in a lump sum. Distributions of balances greater than \$1,000, but less than \$5,000 will be rolled over into an IRA, absent any other direction from the former employee. A terminated employee with a balance greater than \$5,000 will be paid out in 5 equal installments. Each installment will be a minimum of \$5,000 or the remaining balance, whichever is less.

Vesting – Contributions to the Plan become fully vested after 3 years. There is no vesting earned prior to achieving 3 years of service. In order to be credited with a year of service, a participant must work 1,000 hours during a year. Service for years worked prior to 2003 are not counted for vesting.

Forfeitures – Amounts that are forfeited from the ESOP accounts of participants whose account balances are not fully vested are reallocated to eligible participants (forfeitures from union employees are reallocated to union employees, and forfeitures of non-union employees are reallocated to non-union employees), as set forth in the Plan document. During the 2024 Plan

year, approximately 12,000 shares of common stock were forfeited and reallocated to participants.

Expenses – The Company pays the majority of the Plan’s expenses. Interest expense is paid by the Plan.

Voting Rights – Each participant is entitled to exercise voting rights attributable to the shares allocated to his or her account and is notified by the trustee prior to the time that such rights are to be exercised. The trustee is permitted to vote any share for which a participant has not given instructions.

Put Option – Under federal income tax regulations, the employer securities that are held by the Plan and its participants and that are not readily tradable on an established market, or that are subject to trading limitations, include a put option (liquidity put). The liquidity put is a right to demand that the Company buy shares of its stock held by the participant for which there is no market. The put price is representative of the fair market value of the stock as of the most recent valuation date. The terms of the payment for the purchase of such stock are set forth in the Plan document and may be either in a lump sum or in installments. The purpose of the liquidity put is to ensure that the participant has the ability to ultimately obtain cash.

Diversification – Diversification is offered to participants close to retirement so that they may have the opportunity to move part of the value of their investment in Company stock into investments that are more diversified. Each participant in the Plan who has reached the age of 55 with 10 years of participation under the Plan has the ability to direct at least 25 percent of his or her account balance attributable to Company Stock over a 5-year period, and in the 6th year, may diversify 50% of his or her account balance.

Effective January 1, 2021, participants who have met the age and or service requirements to be eligible to diversify investments in this Plan, may choose to transfer a portion of their accounts into the HAC, Inc. 401(k) Plan (“401(k) Plan”), another defined contribution Plan sponsored by the Company. Certain union employees of the Company are not eligible to participate in the 401(k) Plan. However, the 401(k) Plan was amended so that it will accept rollovers as a result of diversification in this Plan, for all participants in the ESOP. The amount of funds transferred to the 401(k) Plan in the current year was \$149,970.

Termination of the Plan – Although the Company has not expressed any intent to do so, it has the right to discontinue its contributions at any time and to terminate the Plan subject to the provisions set forth in the Plan and under ERISA. In the event that the Plan should be terminated, participants will become 100% vested in their accounts. Any unallocated forfeitures or contributions as of the date of the Plan termination will be allocated based on normal Plan provisions. Account balances would be adjusted for earnings or losses since the last valuation date. The Plan’s normal provisions concerning the form and procedures for benefit distributions would be applied.

The ESOP Committee shall direct the trustee to pay all liabilities and expenses of the trust fund and to sell shares of financed stock held in the loan suspense account to the extent it determines such sale to be necessary in order to repay the loan.

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of Accounting and Presentation – The accompanying financial statements have been prepared on the accrual basis of accounting in accordance with accounting principles generally accepted in the United States of America.

Investment Valuation and Income Recognition – The Plan’s investment is stated at fair value. Fair value is the price that would be received to sell an asset or paid to transfer an estimated

liability in an orderly transaction between market participants at the measurement date. Purchases and sales of securities are recorded on a trade-date basis.

Use of Estimates – The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the reporting period. Actual results could differ from those estimates.

Contributions – Contributions are reported in the year services are rendered to the Company by the Plan participants.

Payment of Benefits – Benefit payments are reported in the year paid.

Risks and Uncertainties – The Plan's main investment is the Company's common stock. The stock is exposed to various risks, such as interest rate, market, and credit risks, as well as valuation assumptions based on earnings, cash flows, and/or other such techniques. Due to the level of risk associated with the investment in the Company's common stock, it is at least reasonably possible that changes in the value of the common stock will occur in the near term and, that such changes could materially affect the amounts reported in the financial statements.

Measurement Date of Investments – The Plan used the *Measurement Date Practical Expedient* to simplify the accounting for the Plan since the fiscal year end of the Plan doesn't always coincide with the calendar month end. This allows the Plan to measure its investments and investment related accounts using the month end closest to its fiscal year end. There were no transactions that occurred between December 28, 2024 (the Plan's fiscal year end for 2024) and December 31, 2024, the closest month end date.

Date of Management's Review – Subsequent events have been evaluated through October 15, 2025, which is the date the financial statements were available to be issued.

3. FAIR VALUE MEASUREMENTS

FASB ASC 820, *Fair Value Measurements*, provides the framework for measuring fair value. That framework provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (level 1 measurements) and the lowest priority to unobservable inputs (level 3 measurements). The three levels of the fair value hierarchy are described as follows:

Level 1 – Inputs consist of unadjusted quoted prices for identical assets in active markets that the plan has the ability to access.

Level 2 – Inputs consist of 1) quoted prices for similar assets in active markets, 2) quoted prices for identical or similar assets in inactive markets, 3) inputs other than quoted prices that are observable, and 4) inputs that are derived principally from or corroborated by observable market data by correlation or other means. If the asset has a specified (contractual) term, the level 2 input must be observable for substantially the full term.

Level 3 – Inputs consist of unobservable inputs where there is little or no market activity, and the reporting entity makes estimates and assumptions related to the pricing of the asset including assumptions regarding risk.

The assets fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques used need to maximize the use of observable inputs and minimize the use of unobservable inputs.

The following is a description of the valuation methodologies used for assets measured at fair value. There have been no changes in the methodologies used at December 28, 2024 and December 30, 2023:

Money Market Fund – Valued at cost which approximates fair value.

Company Stock of HAC, Inc. – The Company Stock is valued at estimated fair value by an independent appraiser using the Market Approach – *Guideline Public Company Method* and the Income Approach – *Discounted Future Returns Method*. The appraiser took into account historical and projected cash flow and net income, return on assets, return on equity, market comparables, and estimated fair value of company assets and liabilities.

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

The Plan's investments are reported at fair value as follows at December 28, 2024 and December 30, 2023:

	Fair Value	Fair Value Measurements Using:		
		Level 1	Level 2	Level 3
December 28, 2024:				
Company Stock of HAC, Inc.	\$ 31,400,000	\$ -	\$ -	\$ 31,400,000
Money Market Fund	3,845	-	3,845	-
	<u>\$ 31,403,845</u>	<u>\$ -</u>	<u>\$ 3,845</u>	<u>\$ 31,400,000</u>
December 30, 2023:				
Company Stock of HAC, Inc.	\$ 37,800,000	\$ -	\$ -	\$ 37,800,000
Money Market Fund	2,784	-	2,784	-
	<u>\$ 37,802,784</u>	<u>\$ -</u>	<u>\$ 2,784</u>	<u>\$ 37,800,000</u>

The following represents the Plan's investment in Company common stock:

	2024		2023	
	Allocated	Unallocated	Allocated	Unallocated
Company Stock of HAC, Inc.:				
Number of shares	<u>5,997,875.12</u>	<u>4,002,124.88</u>	<u>5,526,817.02</u>	<u>4,473,182.98</u>
Cost	<u>\$ 86,969,189</u>	<u>\$ 58,030,811</u>	<u>\$ 80,138,847</u>	<u>\$ 64,861,153</u>
Estimated fair value	<u>\$ 18,833,328</u>	<u>\$ 12,566,672</u>	<u>\$ 20,891,368</u>	<u>\$ 16,908,632</u>

The following table provides further details of Level 3 fair value measurement for the year ended December 28, 2024:

Balance at December 30, 2023	\$ 37,800,000
Unrealized loss relating to investment held at reporting date	(6,400,000)
Purchases	-
Sales	-
Balance at December 28, 2024	<u>\$ 31,400,000</u>

The amount of total gains or losses for the period included in changes in net assets attributable to the change in unrealized gains or losses relating to assets still held at the reporting date.	<u>\$ (6,400,000)</u>
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The following table represents the qualitative information about significant unobservable inputs used in level 3 fair value measurements, including the valuation techniques used to measure the fair value, and the significant unobservable inputs.

<u>Investment</u>	<u>Fair Value 12/28/2024</u>	<u>Valuation Technique</u>	<u>Unobservable Inputs</u>
Company Stock	\$ 31,400,000	Market Approach <i>Guideline Public Company Method</i>	- Liquidity, Coverage & Leverage Ratios - Profitability & Return Ratios - Growth rates - Market Pricing Multiples - Premium for Control - Discount for lack of marketability
		Income Approach <i>Discounted Future Returns Method</i>	- Earnings Stream - Discount Rate - Terminal Value - Sustainable Long-Term Growth Rate - Premium for Control - Discount for lack of marketability
<u>Investment</u>	<u>Fair Value 12/30/2023</u>		
Company Stock	\$ 37,800,000	Same as above	Same as above

The valuation process involves Plan management's selection of an independent appraiser under contract with the right to cancel such contract at any time. Plan management accumulates the data for the appraiser from the reviewed financial statements of the Company. The appraiser prepares a preliminary report which Plan management, along with the ESOP trustee, reviews in detail, discusses and approves.

4. INFORMATION CERTIFIED BY THE TRUSTEE

The plan administrator has elected the method of annual reporting compliance permitted by 29 CFR 2520.103-8 of the Department of Labor Rules and Regulations for Reporting and Disclosure under ERISA. Accordingly, GreatBanc Trust Company, the trustee of the Plan, has certified that the following data included in the accompanying financial statements and supplemental schedule is complete and accurate with respect to investments as of December 28, 2024 and December 30, 2023, and for the year ended December 28, 2024 (the measurement date of the investments):

- Investments, at estimated fair value
- Net depreciation in fair value of investments
- Interest income
- Schedule of Assets (Held at End of Year)

The Plan's independent public accountants did not perform auditing procedures with respect to this information, except for comparing such information to the related information included in the financial statements and supplemental schedule.

5. LOAN PAYABLE

On December 27, 2011, the Plan borrowed \$145,000,000 from the Company to purchase all of the outstanding stock of the company – 10,000,000 shares. Unallocated shares are collateral for the loan. The loan's interest rate is 2.8%. Interest expense on the loan during the year ended December 28, 2024, was \$2,126,002. Principal payments are to be paid annually through the year 2033. The principal payments are as follows:

2025	\$	7,325,311
2026		7,590,945
2027		7,866,211
2028		8,151,460
2029		8,447,052
Thereafter		<u>29,478,687</u>
	\$	<u>68,859,666</u>

6. TAX STATUS

The Plan received a determination letter dated June 28, 2023, indicating that it is qualified under Section 401(a) of the Internal Revenue Code (the Code). The Plan's administrator believes that the Plan is currently designed and being operated in compliance with the applicable requirements of the Code, and that the Plan qualifies under Section 401(a) and the related trust is tax exempt as of December 28, 2024. Therefore, no provision for income taxes has been included in the Plan's financial statements.

Generally accepted accounting principles requires Plan management to evaluate tax positions taken by the Plan and recognizes a tax liability (or asset) if the Plan has taken an uncertain tax position that more likely than not would not be sustained upon examination by the applicable taxing authorities. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

The Company was contacted by the Department of Labor ("DOL") in June 2025. The DOL requested that the Company provide them with the audited 2023 Plan's financial statements, as well as the Corporate audited financial statements for the 2024 and 2023 fiscal year ends. The Company is cooperating with the DOL in regard to these requests.

7. RELATED PARTY AND PARTY-IN-INTEREST TRANSACTIONS

The Plan invests in Company common stock and has indebtedness guaranteed by the Company. These are related party and party-in-interest transactions.

8. CONCENTRATION OF CREDIT RISK

Financial instruments, which could potentially subject the Plan to significant concentrations of credit risk, consist of the investment in common stock of the Company. The investment in the common stock of the Company accounts for 99.9% of the total Plan investments at December 28, 2024 and December 30, 2023. The Plan owns 100% of the Company's issued and outstanding shares of common stock. The value of this investment is dependent upon the future operations of the Company.

9. SUBSEQUENT EVENT

As discussed in Note 6, the Company was contacted by the DOL subsequent to the Plan's year end.

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HAC, INC. EMPLOYEE STOCK OWNERSHIP PLAN

FORM 5500, SCHEDULE H, PART IV, LINE 4i – SCHEDULE OF ASSETS
(HELD AT END OF YEAR) AS OF DECEMBER 28, 2024 – SEE FORM 5500

Employer Identification Number: 43-1969314 Plan Number: 002

(a)	(b)	(c)	(d)	(e)
Identity of Issue, Borrower, Lessor or Similar Party	Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value		Cost	Current Value
Goldman Sachs Fin Sq Tr Oblig Fund	Money Market Fund		\$ 3,845	\$ 3,845
* HAC, Inc. Company Stock	Closely Held Common Stock (10,000,000 shares)		<u>145,000,000</u>	<u>31,400,000</u>
Total Investments			<u>\$ 145,003,845</u>	<u>\$ 31,403,845</u>

* Represents a party-in-interest.