

Form 5500

Annual Return/Report of Employee Benefit Plan

OMB Nos. 1210-0110 1210-0089

2024

This Form is Open to Public Inspection

Department of the Treasury Internal Revenue Service

Department of Labor Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

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

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

Part I Annual Report Identification Information

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

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

Part II Basic Plan Information—enter all requested information

1a Name of plan: FAGE USA DAIRY INDUSTRY, INC. 401(K) PLAN
1b Three-digit plan number (PN): 001
1c Effective date of plan: 06/01/2008
2a Plan sponsor's name (employer, if for a single-employer plan): FAGE USA DAIRY INDUSTRY, INC.
2b Employer Identification Number (EIN): 83-0419718
2c Plan Sponsor's telephone number: 518-762-5912
2d Business code (see instructions): 311500

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

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

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

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

Form 5500 (2024) v. 240311

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	297
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)	281
	6a(2)	277
	6b	6
	6c	41
	6d	324
	6e	0
	6f	324
	6g(1)	222
6g(2)	222	
6h	0	
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	7	

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

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

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

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

a Pension Schedules	b General Schedules
(1) <input checked="" type="checkbox"/> R (Retirement Plan Information)	(1) <input checked="" type="checkbox"/> H (Financial Information)
(2) <input type="checkbox"/> MB (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary	(2) <input type="checkbox"/> I (Financial Information – Small Plan)
(3) <input type="checkbox"/> SB (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary	(3) <input checked="" type="checkbox"/> A (Insurance Information) – Number Attached <u>1</u>
(4) <input type="checkbox"/> DCG (Individual Plan Information) – Number Attached _____	(4) <input checked="" type="checkbox"/> C (Service Provider Information)
(5) <input type="checkbox"/> MEP (Multiple-Employer Retirement Plan Information)	(5) <input checked="" type="checkbox"/> D (DFE/Participating Plan Information)
	(6) <input type="checkbox"/> G (Financial Transaction Schedules)

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

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

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

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

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

Receipt Confirmation Code _____

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

<p>A Name of plan FAGE USA DAIRY INDUSTRY, INC. 401(K) PLAN</p>	<p>B Three-digit plan number (PN) ▶ 001</p>	
<p>C Plan sponsor's name as shown on line 2a of Form 5500 FAGE USA DAIRY INDUSTRY, INC.</p>	<p>D Employer Identification Number (EIN) 83-0419718</p>	

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

1 Coverage Information:

(a) Name of insurance carrier
TALCOTT RESOLUTION LIFE INSURANCE COMPANY

(b) EIN	(c) NAIC code	(d) Contract or identification number	(e) Approximate number of persons covered at end of policy or contract year	Policy or contract year	
				(f) From	(g) To
06-0974148	88072	750942-01	222	01/01/2024	12/31/2024

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

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

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

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

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

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

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

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

Part II	Investment and Annuity Contract Information	
	Where individual contracts are provided, the entire group of such individual contracts with each carrier may be treated as a unit for purposes of this report.	
4	Current value of plan's interest under this contract in the general account at year end	2226582
5	Current value of plan's interest under this contract in separate accounts at year end.....	20060666
6	Contracts With Allocated Funds:	
a	State the basis of premium rates ▶	
b	Premiums paid to carrier	6b
c	Premiums due but unpaid at the end of the year	6c
d	If the carrier, service, or other organization incurred any specific costs in connection with the acquisition or retention of the contract or policy, enter amount. Specify nature of costs ▶	6d
e	Type of contract: (1) <input type="checkbox"/> individual policies (2) <input type="checkbox"/> group deferred annuity (3) <input type="checkbox"/> other (specify) ▶	
f	If contract purchased, in whole or in part, to distribute benefits from a terminating plan, check here ▶ <input type="checkbox"/>	
7	Contracts With Unallocated Funds (Do not include portions of these contracts maintained in separate accounts)	
a	Type of contract: (1) <input type="checkbox"/> deposit administration (2) <input type="checkbox"/> immediate participation guarantee (3) <input type="checkbox"/> guaranteed investment (4) <input checked="" type="checkbox"/> other ▶ GROUP ANNUITY CONTRACT	
b	Balance at the end of the previous year	7b 2028390
c	Additions: (1) Contributions deposited during the year	7c(1) 166983
	(2) Dividends and credits.....	7c(2) 0
	(3) Interest credited during the year.....	7c(3) 57511
	(4) Transferred from separate account	7c(4) 366233
	(5) Other (specify below)..... ▶ LOAN PAYMENTS	7c(5) 36472
	(6) Total additions	7c(6) 627199
d	Total of balance and additions (add lines 7b and 7c(6))	7d 2655589
e	Deductions:	
	(1) Disbursed from fund to pay benefits or purchase annuities during year	7e(1) 128936
	(2) Administration charge made by carrier.....	7e(2) 407
	(3) Transferred to separate account	7e(3) 299664
	(4) Other (specify below)..... ▶	7e(4)
(5) Total deductions	7e(5) 429007	
f	Balance at the end of the current year (subtract line 7e(5) from line 7d).....	7f 2226582

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

8 Benefit and contract type (check all applicable boxes)

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

9 Experience-rated contracts:

a	Premiums: (1) Amount received	9a(1)		
	(2) Increase (decrease) in amount due but unpaid	9a(2)		
	(3) Increase (decrease) in unearned premium reserve	9a(3)		
	(4) Earned ((1) + (2) - (3))		9a(4)	0
b	Benefit charges (1) Claims paid	9b(1)		
	(2) Increase (decrease) in claim reserves	9b(2)		
	(3) Incurred claims (add (1) and (2))		9b(3)	0
	(4) Claims charged		9b(4)	
c	Remainder of premium: (1) Retention charges (on an accrual basis) --			
	(A) Commissions	9c(1)(A)		
	(B) Administrative service or other fees	9c(1)(B)		
	(C) Other specific acquisition costs	9c(1)(C)		
	(D) Other expenses	9c(1)(D)		
	(E) Taxes	9c(1)(E)		
	(F) Charges for risks or other contingencies	9c(1)(F)		
	(G) Other retention charges	9c(1)(G)		
	(H) Total retention		9c(1)(H)	0
	(2) Dividends or retroactive rate refunds. (These amounts were <input type="checkbox"/> paid in cash, or <input type="checkbox"/> credited.)		9c(2)	
d	Status of policyholder reserves at end of year: (1) Amount held to provide benefits after retirement		9d(1)	
	(2) Claim reserves		9d(2)	
	(3) Other reserves		9d(3)	
e	Dividends or retroactive rate refunds due. (Do not include amount entered in line 9c(2).)		9e	

10 Nonexperience-rated contracts:

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

Specify nature of costs.

Part IV Provision of Information

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

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

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

A Name of plan FAGE USA DAIRY INDUSTRY, INC. 401(K) PLAN	B Three-digit plan number (PN) ▶	001
C Plan sponsor's name as shown on line 2a of Form 5500 FAGE USA DAIRY INDUSTRY, INC.	D Employer Identification Number (EIN) 83-0419718	

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)

EMPOWER LIFE & ANNUITY INSURANCE

8515 EAST ORCHARD ROAD
GREENWOOD VILLAGE, CO 80111

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
64	RECORDKEEPER	6869	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

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

(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

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

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

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

A Name of plan <u>FAGE USA DAIRY INDUSTRY, INC. 401(K) PLAN</u>	B Three-digit plan number (PN)	<u>001</u>
C Plan or DFE sponsor's name as shown on line 2a of Form 5500 <u>FAGE USA DAIRY INDUSTRY, INC.</u>	D Employer Identification Number (EIN) <u>83-0419718</u>	

Part I	Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs) (Complete as many entries as needed to report all interests in DFEs)
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a Name of MTIA, CCT, PSA, or 103-12 IE:	<u>HARTFORD ADVANTAGE TK2</u>		
b Name of sponsor of entity listed in (a):	<u>TALCOTT RESOLUTION LIFE INSURANCE COMPANY</u>		
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	
<u>06-0974148-000</u>	<u>P</u>		<u>20060666</u>
a Name of MTIA, CCT, PSA, or 103-12 IE:			
b Name of sponsor of entity listed in (a):			
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	
a Name of MTIA, CCT, PSA, or 103-12 IE:			
b Name of sponsor of entity listed in (a):			
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	
a Name of MTIA, CCT, PSA, or 103-12 IE:			
b Name of sponsor of entity listed in (a):			
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	
a Name of MTIA, CCT, PSA, or 103-12 IE:			
b Name of sponsor of entity listed in (a):			
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	
a Name of MTIA, CCT, PSA, or 103-12 IE:			
b Name of sponsor of entity listed in (a):			
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	

SCHEDULE H (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	Financial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110 2024 This Form is Open to Public Inspection
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For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024	
A Name of plan FAGE USA DAIRY INDUSTRY, INC. 401(K) PLAN	B Three-digit plan number (PN) ▶ 001
C Plan sponsor's name as shown on line 2a of Form 5500 FAGE USA DAIRY INDUSTRY, INC.	D Employer Identification Number (EIN) 83-0419718

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	0	0
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)	0	0
(2) Participant contributions	1b(2)	0	0
(3) Other	1b(3)	0	0
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)	0	0
(2) U.S. Government securities	1c(2)	0	0
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)	0	0
(B) All other	1c(3)(B)	0	0
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)	0	0
(B) Common	1c(4)(B)	0	0
(5) Partnership/joint venture interests	1c(5)	0	0
(6) Real estate (other than employer real property)	1c(6)	0	0
(7) Loans (other than to participants)	1c(7)	0	0
(8) Participant loans	1c(8)	496947	558041
(9) Value of interest in common/collective trusts	1c(9)	0	0
(10) Value of interest in pooled separate accounts	1c(10)	16676741	20060666
(11) Value of interest in master trust investment accounts	1c(11)	0	0
(12) Value of interest in 103-12 investment entities	1c(12)	0	0
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)	0	0
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)	2028390	2226582
(15) Other	1c(15)	0	0

1d Employer-related investments:		(a) Beginning of Year	(b) End of Year
(1) Employer securities.....	1d(1)	0	0
(2) Employer real property.....	1d(2)	0	0
e Buildings and other property used in plan operation.....	1e	0	0
f Total assets (add all amounts in lines 1a through 1e).....	1f	19202078	22845289
Liabilities			
g Benefit claims payable.....	1g	0	0
h Operating payables.....	1h	0	0
i Acquisition indebtedness.....	1i	0	0
j Other liabilities.....	1j	0	0
k Total liabilities (add all amounts in lines 1g through 1j).....	1k	0	0
Net Assets			
l Net assets (subtract line 1k from line 1f).....	1l	19202078	22845289

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)	672883	
(B) Participants.....	2a(1)(B)	1066978	
(C) Others (including rollovers).....	2a(1)(C)	245875	
(2) Noncash contributions.....	2a(2)	0	
(3) Total contributions. Add lines 2a(1)(A) , (B) , (C) , and line 2a(2)	2a(3)		1985736
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit).....	2b(1)(A)	0	
(B) U.S. Government securities.....	2b(1)(B)	0	
(C) Corporate debt instruments.....	2b(1)(C)	0	
(D) Loans (other than to participants).....	2b(1)(D)	0	
(E) Participant loans.....	2b(1)(E)	43321	
(F) Other.....	2b(1)(F)	57511	
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		100832
(2) Dividends:			
(A) Preferred stock.....	2b(2)(A)	0	
(B) Common stock.....	2b(2)(B)	0	
(C) Registered investment company shares (e.g. mutual funds).....	2b(2)(C)	0	
(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)		0
(3) Rents.....	2b(3)		0
(4) Net gain (loss) on sale of assets:			
(A) Aggregate proceeds.....	2b(4)(A)	0	
(B) Aggregate carrying amount (see instructions).....	2b(4)(B)	0	
(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)	0	
(B) Other.....	2b(5)(B)	0	
(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)	0
(7) Net investment gain (loss) from pooled separate accounts	2b(7)	3064698
(8) Net investment gain (loss) from master trust investment accounts	2b(8)	0
(9) Net investment gain (loss) from 103-12 investment entities	2b(9)	0
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)	0
c Other income	2c	11992
d Total income. Add all income amounts in column (b) and enter total	2d	5163258

Expenses

e Benefit payment and payments to provide benefits:		
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	1513178
(2) To insurance carriers for the provision of benefits	2e(2)	0
(3) Other	2e(3)	0
(4) Total benefit payments. Add lines 2e(1) through (3)	2e(4)	1513178
f Corrective distributions (see instructions)	2f	0
g Certain deemed distributions of participant loans (see instructions)	2g	0
h Interest expense	2h	0
i Administrative expenses:		
(1) Salaries and allowances	2i(1)	0
(2) Contract administrator fees	2i(2)	0
(3) Recordkeeping fees	2i(3)	6869
(4) IQPA audit fees	2i(4)	0
(5) Investment advisory and investment management fees	2i(5)	0
(6) Bank or trust company trustee/custodial fees	2i(6)	0
(7) Actuarial fees	2i(7)	0
(8) Legal fees	2i(8)	0
(9) Valuation/appraisal fees	2i(9)	0
(10) Other trustee fees and expenses	2i(10)	0
(11) Other expenses	2i(11)	0
(12) Total administrative expenses. Add lines 2i(1) through (11)	2i(12)	6869
j Total expenses. Add all expense amounts in column (b) and enter total	2j	1520047

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d	2k	3643211
l Transfers of assets:		
(1) To this plan	2l(1)	
(2) From this plan	2l(2)	

Part III Accountant's Opinion

3 Complete lines 3a through 3c if the opinion of an independent qualified public accountant is attached to this Form 5500. Complete line 3d if an opinion is not attached.

a The attached opinion of an independent qualified public accountant for this plan is (see instructions):

(1) Unmodified (2) Qualified (3) Disclaimer (4) Adverse

b Check the appropriate box(es) to indicate whether the IQPA performed an ERISA section 103(a)(3)(C) audit. Check both boxes (1) and (2) if the audit was performed pursuant to both 29 CFR 2520.103-8 and 29 CFR 2520.103-12(d). Check box (3) if pursuant to neither.

(1) DOL Regulation 2520.103-8 (2) DOL Regulation 2520.103-12(d) (3) neither DOL Regulation 2520.103-8 nor DOL Regulation 2520.103-12(d).

c Enter the name and EIN of the accountant (or accounting firm) below:

(1) Name: SHAPIRO, GOLDSTEIN, MOSES & ART (2) EIN: 11-3335534

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

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

Part IV Compliance Questions

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

During the plan year:

	Yes	No	Amount
a Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.)		X	
b Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.)		X	
c Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)		X	
d Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)		X	
e Was this plan covered by a fidelity bond?	X		500000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?		X	
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?		X	
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?		X	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	X		
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)		X	
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?		X	
l Has the plan failed to provide any benefit when due under the plan?		X	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)		X	
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.			

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

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

5b(1) Name of plan(s)	5b(2) EIN(s)	5b(3) PN(s)

5c Was the plan a defined benefit plan covered under the PBGC insurance program at any time during this plan year? (See ERISA section 4021 and instructions.) Yes No Not determined

If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year _____.

SCHEDULE R (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	Retirement Plan Information This schedule is required to be filed under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500.	<small>OMB No. 1210-0110</small> 2024 This Form is Open to Public Inspection.
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For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024

A Name of plan <u>FAGE USA DAIRY INDUSTRY, INC. 401(K) PLAN</u>	B Three-digit plan number (PN) ▶	<u>001</u>
C Plan sponsor's name as shown on line 2a of Form 5500 <u>FAGE USA DAIRY INDUSTRY, INC.</u>	D Employer Identification Number (EIN) <u>83-0419718</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): 20-3691708

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

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

3	
---	--

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

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

a Name of contributing employer _____

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

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

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

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

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

a Name of contributing employer _____

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

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

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

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

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

a Name of contributing employer _____

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

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

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

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

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

a Name of contributing employer _____

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

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

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

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

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

a Name of contributing employer _____

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

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

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

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

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

a Name of contributing employer _____

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Part VII IRS Compliance Questions

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

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

22 If the plan sponsor is an adopter of a pre-approved plan that received a favorable IRS Opinion Letter, enter the date of the Opinion Letter 11 / 14 / 2022 (MM/DD/YYYY) and the Opinion Letter serial number Q702518A.

FAGE USA DAIRY INDUSTRY, INC. 401(k) PLAN

**INDEPENDENT AUDITOR'S REPORT
and
FINANCIAL STATEMENTS
WITH SUPPLEMENTAL INFORMATION**

**December 31, 2024 and 2023
and Year Ended December 31, 2024**



FAGE USA DAIRY INDUSTRY, INC. 401(k) PLAN

December 31, 2024 and 2023

FINANCIAL STATEMENTS

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INDEPENDENT AUDITOR'S REPORT

To the Plan Administrator of
Fage USA Dairy Industry, Inc. 401(k) Plan

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

We have performed audits of the accompanying financial statements of Fage USA Dairy Industry, Inc. 401(k) Plan, an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) [ERISA Section 103(a)(3)(C) audit]. The financial statements comprise the statements of net assets available for benefits as of December 31, 2024 and 2023, and the related statement of changes in net assets available for benefits for the year ended December 31, 2024, and the related notes to the financial statements.

Management, having determined it is permissible in the circumstances, has elected to have the audits of Fage USA Dairy Industry, Inc. 401(k) Plan's financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. As permitted by ERISA Section 103(a)(3)(C), our audits need not extend to any statements or information related to assets held for investment of the plan (investment information) by a bank or similar institution or insurance carrier that is regulated, supervised, and subject to periodic examination by a state or federal agency, provided that the statements or information regarding assets so held are prepared and certified to by the bank or similar institution or insurance carrier in accordance with 29 CFR 2520.103-5 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA (qualified institution).

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

Opinion

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

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

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of Fage USA Dairy Industry, Inc. 401(k) Plan and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our ERISA Section 103(a)(3)(C) audit opinion.

Responsibilities of Management for the Financial Statements

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

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about Fage USA Dairy Industry, Inc. 401(k) Plan's ability to continue as a going concern for one year after the date the financial statements are available to be issued.

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

Auditor's Responsibilities for the Audit of the Financial Statements

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

In performing an audit in accordance with generally accepted auditing standards, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of Fage USA Dairy Industry, Inc. 401(k) 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 Fage USA Dairy Industry, Inc. 401(k) Plan's ability to continue as a going concern for a reasonable period of time.

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

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

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

Other Matter - Supplemental Schedules Required by ERISA

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

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

In our opinion—

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


SHAPIRO GOLDSTEIN MOSES & ARTUSO, LLP

Woodbury, New York
October 15, 2025

FAGE USA DAIRY INDUSTRY, INC. 401(k) PLAN
STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS
December 31, 2024 and 2023

ASSETS

	<u>2024</u>	<u>2023</u>
Investments at fair value	\$ 20,060,666	\$ 16,675,770
Investments at contract value	<u>2,226,582</u>	<u>2,029,362</u>
	<u>22,287,248</u>	<u>18,705,132</u>
Receivables:		
Employer contributions	-	293
Corrective contributions receivable	6,960	27,720
Participant contributions	-	293
Notes receivable from participants	<u>558,041</u>	<u>496,947</u>
	<u>565,001</u>	<u>525,253</u>
TOTAL ASSETS	22,852,249	19,230,385
	LIABILITIES	
Excess contributions payable	85	-
Funds unclaimed	<u>250</u>	<u>250</u>
NET ASSETS AVAILABLE FOR BENEFITS	\$ <u>22,851,914</u>	\$ <u>19,230,135</u>

See notes to financial statements.



FAGE USA DAIRY INDUSTRY, INC. 401(k) PLAN

STATEMENT OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS

Year Ended December 31, 2024

CHANGES TO NET ASSETS ATTRIBUTED TO:

Investment income:	
Interest on guaranteed investment contract	\$ 57,511
Net appreciation (depreciation) in fair value of investments	<u>3,071,678</u>
	<u>3,129,189</u>
Interest income on notes receivable from participants	<u>43,403</u>
Contributions:	
Participants	1,067,331
Employers	644,118
Other contributions including rollovers	<u>257,867</u>
Total contributions	<u>1,969,316</u>
TOTAL ADDITIONS AND CHANGES	<u>5,141,908</u>
DEDUCTIONS FROM NET ASSETS ATTRIBUTED TO:	
Benefits paid to participants and deemed distributions	1,513,260
Administrator and investment fees	<u>6,869</u>
TOTAL DEDUCTIONS	<u>1,520,129</u>
NET CHANGE	3,621,779
NET ASSETS AVAILABLE FOR BENEFITS:	
Beginning of year	<u>19,230,135</u>
End of year	<u>\$ 22,851,914</u>

See notes to financial statements.



**FAGE USA DAIRY INDUSTRY, INC. 401(k) PLAN
NOTES TO FINANCIAL STATEMENTS**

NOTE 1 -- DESCRIPTION OF PLAN

The following description of Fage USA Dairy Industry, Inc. 401(k) Plan provides only general information. Participants should refer to the Plan agreement for a more complete description of the Plan's provisions.

General - The Plan is a defined contribution plan covering full-time employees of Fage USA Dairy Industry, Inc. ("Dairy") who elect to participate in the Plan once eligibility requirements are met. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA). In January 2019, the plan adopted Safe Harbor Matching Contributions.

Participation Eligibility - Each employee of the Company who works 1,000 hours during a 12-month period, beginning with the date of hire, is eligible to participate in the Plan the first day of the month coincident upon completion of 90 days of continuous service and upon attaining 21 years of age.

Each employee of the Company who is not expected to work 1,000 hours during a 12-month period, is eligible to participate after completing 1,000 hours within the 12-consecutive month period beginning with employment date or any plan year beginning after that and upon attaining 21 years of age and be eligible for safe harbor match contributions.

Each employee of the Sponsor who is not expected to work 1,000 hours during a 12-month period, may also become eligible to participate in the Plan after completing at least 500 hours of service per year within a three consecutive year period beginning with employment date or any plan year beginning after that and upon attaining 21 years of age.

Vesting - Participants are immediately vested in their contributions and qualified matching contributions plus the actual earnings thereon. Vesting in the Company's matching contributions (other than the qualified matching contributions) portion of their accounts plus earnings thereon is based on years of continuous service. A participant is 100% vested after four years of credited service.

Contributions - Each year, participants may contribute a percentage of their compensation up to the maximum permitted under law. Participants may make a separate election to contribute up to 100% of designated cash bonuses to the Plan as 401(k) contributions, provided that the participant's total 401(k) contributions for the year do not exceed the maximum permitted under law. The IRS limits the maximum employee elective deferral to \$23,000 in 2024. Participants who have attained the age 50 or older by the end of the calendar year are eligible to make an additional catch up deferral contribution for a year which cannot exceed the catch up limit in effect for the year of \$7,500. Matching contributions can be made by the employer on a discretionary basis and are invested in accordance with the options selected by the participant.

Participants who are in an "eligible class" may elect to roll over qualified distributions into the Plan, regardless of whether they have satisfied any age or service requirements to participate in the Plan. Participant's rollover contributions are subject to all the terms and conditions of the Plan and are only distributable under the terms of the Plan. Participants direct the investment of their contributions into various investment options offered by the Plan. The Plan currently offers in excess of fifteen pooled separate accounts and a guaranteed investment contract as investment options for participants.

In 2019, the Plan was amended to qualify as a Safe Harbor 401(k) Plan, therefore employer matching contributions will be an enhanced match equal to 100% of salary deferral up to 5% of Plan compensation each payroll period for all participants. For the year ended December 31, 2024, the Company made \$644,118 in qualified matching contributions.

**FAGE USA DAIRY INDUSTRY, INC. 401(k) PLAN
NOTES TO FINANCIAL STATEMENTS**

NOTE 1 -- DESCRIPTION OF PLAN -- (Continued)

As part of the acquisition of Massachusetts Mutual Life Insurance Company (MassMutual) Retirement Services Business by Great-West Life and Annuity Insurance Company (GWL&A), an affiliate of Empower Retirement, LLC on December 31, 2020, GWL&A entered into a Transition Services Agreement (TSA) with MassMutual, under which MassMutual continued to provide specified services as necessary to ensure the business continues to operate without disruption. In April 2022, the account balances were transferred to Empower Retirement.

In February 2022, the Plan was restated to contain the appropriate retroactive dates with respect to the provisions for the appropriate laws of a Cycle 3 Restatement. The Plan is now in compliance with the requirements of the 2017 Cumulative List (Notice 2017-37). The Plan does not have an Automatic Deferral Arrangement.

Participant Accounts - Each participant's account is credited with the participant's contribution and allocations of (a) the Company's matching contribution, (b) Plan earnings (losses), and (c) are charged with a quarterly administration fee. Allocations are based on participant earnings or account balances, as defined. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account, as well as any investment earnings on those contributions. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

Notes Receivable from Participants - Participants may borrow from their fund accounts a minimum of \$1,000 and up to a maximum equal to the lesser of \$50,000 or 50% of the vested account balance. The notes are secured by the balance in the participant's account and bear interest at rates ranging from 4.25% to 9.50%, which are commensurate with local prevailing rates as determined quarterly by the Plan Administrator. Note terms cannot exceed five years, unless such note is used to purchase a principal residence. Participant's account is charged an initiation fee and subsequently quarterly maintenance fees. Principal and interest are paid ratably through payroll withholding and are recognized as such. For the year ended December 31, 2024, participant loan repayments included interest at a maximum rate of 9.50%. All notes are considered to be collectible and no estimated allowance for doubtful accounts has been recognized. If a participant does not make loan payments and the Plan Administrator considers the participant loan to be in default, the loan balance is reduced, and the delinquent participant note receivable is recorded as a benefit payment based on the terms of the Plan document.

Payment of Benefits - On termination of service due to death, disability or retirement, a participant may elect to receive an amount equal to the value of the participant's vested interest in his or her account in either a lump-sum amount, or an annuity contract that provides for payments over his or her life. In the event of termination of service due to other reasons, a participant may receive the value of the vested interest in his or her account as a lump-sum distribution.

In-service distributions are permitted by participants from their contributions and respective earnings if they have reached age 59 1/2, disability or incur an immediate and heavy financial need.

Forfeited Accounts - For the years ended December 31, 2024 and 2023, there were no forfeited balances.

Administrative Expenses - All administrative expenses of maintaining the Plan are paid from the participant Plan assets, unless the Company elects to make the payment.

FAGE USA DAIRY INDUSTRY, INC. 401(k) PLAN NOTES TO FINANCIAL STATEMENTS

NOTE 2 -- SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

This summary of significant accounting policies of Fage USA Dairy Industry, Inc. 401(k) Plan, (the "Plan") is presented to assist in the understanding of the Plan's financial statements. The accounting policies conform to accounting principles generally accepted in the United States of America and have been consistently applied in the preparation of the financial statements.

a. Basis of Accounting

The financial statements of the Plan have been prepared on the accrual method of accounting.

b. Use of Estimates

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

c. Investment Valuation and Income Recognition

Plan investments are all included in a group annuity which consists of pooled separate accounts ("PSA's") and a guaranteed investment contract ("GIC"). This type of plan does not distribute any type dividends and only the change in the net asset value is reported. PSA's are reported at their fair value as calculated by the fund manager based on the underlying investments. The GIC is reported at contract value based on actuarial formula as defined under the terms of the contract, see Note 5.

Purchases and sales of securities are recorded on a trade-date basis. Interest income earned on the fixed income account is recorded on the accrual basis.

PSA's are within a group annuity plan, therefore, dividends are not separately reported and the net appreciation (depreciation) includes the Plan's dividends, gains and losses on investments purchased and sold as well as held during the year.

d. Notes Receivable from Participants

Notes receivable from participants are measured at their unpaid principal balance plus any accrued but unpaid interest. Interest income is recorded on the accrual basis. Participant loans are immediately due and payable upon termination of employment, with exceptions for employees granted a leave of absence, or employees serving in the military. Delinquent participant loans are reclassified as distributions. Related fees are recorded as administrative expenses and are expensed when they are incurred.

e. Payment of Benefits

Benefits are recorded when paid.

f. Excess Contributions Payable

Amounts payable to participants for contributions in excess of amounts allowed by the IRS are recorded as a liability with a corresponding deduction to contributions. At December 31, 2024 and 2023, corrective contributions payable were \$85 and \$0, respectively.

g. Reclassifications

Reclassifications are made to the prior year's financial statements whenever necessary to conform to the current year's presentation. Such reclassifications have had no effect on income as previously reported.

**FAGE USA DAIRY INDUSTRY, INC. 401(k) PLAN
NOTES TO FINANCIAL STATEMENTS**

NOTE 3 -- INFORMATION PREPARED AND CERTIFIED BY EMPOWER

The following information included in the accompanying financial statements and supplemental schedule was obtained from data that has been prepared and certified to as complete and accurate by the Plan's trustee and insurance company.

The plan administrator has elected the method of compliance permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974. Accordingly, as permitted under such election, the plan administrator has obtained certification from Empower. Empower refers to the products and services offered by Empower Annuity Insurance Company of America ("EAIC") and its subsidiaries, including Empower Retirement, LLC. The signatory of the certification is a duly authorized officer of EAIC, Empower Life & Annuity Insurance Company of New York ("ELAINY") and Empower Trust Company, LLC ("ETC").

ETC certifies that the unaudited information as of December 31, 2024 and 2023, pertaining to the following data included in the accompanying financial statements and supplemental schedule is complete and accurate.

At December 31,	<u>2024</u>	<u>2023</u>
Investments, at fair value		
Pooled separate accounts	\$ 20,060,666	\$ 18,705,132
Guaranteed investment contracts	2,226,583	2,029,362
Notes receivable from participants	558,041	496,947
 For the year ended December 31, 2024		
Net change in net asset value of investments	\$ 3,071,678	
Interest income	57,511	
Interest from notes receivable from participants	43,403	

NOTE 4 -- FAIR VALUE MEASUREMENTS

ASC 820 establishes a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. This hierarchy consists of three broad levels:

- Level 1 Inputs are quoted prices (unadjusted) in active markets for identical assets or liabilities the Plan has the ability to access.
- Level 2 Inputs are inputs (other than quoted prices included in Level 1) that are observable for the asset or liability, either directly or indirectly.
- Level 3 Inputs are unobservable inputs for the asset or liability and rely on management's own assumptions about the assumptions that market participants would use in pricing the asset or liability.

The Plan uses appropriate valuation techniques based on the available inputs to measure the fair value of its investments. When available, the Plan measures fair value using Level 1 inputs because they generally provide the most reliable evidence of fair value. Level 3 inputs are only used when Level 1 or Level 2 inputs are not available.

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



**FAGE USA DAIRY INDUSTRY, INC. 401(k) PLAN
NOTES TO FINANCIAL STATEMENTS**

NOTE 4 -- FAIR VALUE MEASUREMENTS (Continued)

Pooled Separate Accounts

The pooled separate accounts are valued at their net asset values available in an observable market. They are not deemed to be actively traded. ASC 820 allows NAV per share to serve as a practical expedient to estimate fair value.

The following tables set forth, by level within the fair value hierarchy, the Plan's assets at fair value as of December 31, 2024 and 2023. Classification within the fair value hierarchy table is based on the lowest level of any input that is significant to the fair value measurement.

	Assets at Fair Value as of December 31, 2024			
	<u>(Level 1)</u>	<u>(Level 2)</u>	<u>(Level 3)</u>	<u>Total</u>
Total assets in the fair value hierarchy	\$ -	\$ 22,287,248	\$ -	\$ 22,287,248

	Assets at Fair Value as of December 31, 2023			
	<u>(Level 1)</u>	<u>(Level 2)</u>	<u>(Level 3)</u>	<u>Total</u>
Total assets in the fair value hierarchy	\$ -	\$ 18,705,132	\$ -	\$ 18,705,132

Gains and losses included in the statement of changes in net assets available for benefits for the year ended December 31, 2024, are reported in net change in fair value of investments.

The Plan's policy is to recognize transfers between Levels 1 and 2 and into and out of Level 3 as of the date of the event or change in circumstances that caused the transfer. For the year ended December 31, 2024, there were no significant transfers between Levels 1 and 2 and no transfers into or out of Level 3.

NOTE 5 -- INVESTMENT CONTRACT WITH TALCOTT RESOLUTION LIFE INSURANCE COMPANY

In 2020, the Plan entered into a guaranteed investment contract with Talcott Resolution Life Insurance Company ("Talcott"), formerly Hartford Life Insurance Company ("HLIC"). In April 2022, the account balances were transferred to the Empower database systems as the trustee and custodian, Talcott remains the insurance carrier. The account is credited with earnings on the underlying investments and charged for participant withdrawals and administrative expenses. The guaranteed investment contract issuer is contractually obligated to repay the principal and a specified interest rate that is guaranteed to the Plan. The interest crediting rate is reset at least annually and no more frequently than quarterly.

The guaranteed investment contract is presented on the face of the statement of net assets available for benefits at contract value. Contract value, as reported to the Plan by Talcott, represents contributions made under the contract, plus earnings, less participant withdrawals and administrative expenses. Participants may ordinarily direct the withdrawal or transfer of all or a portion of their investment at contract value.

**FAGE USA DAIRY INDUSTRY, INC. 401(k) PLAN
NOTES TO FINANCIAL STATEMENTS**

**NOTE 5 -- INVESTMENT CONTRACT WITH TALCOTT RESOLUTION LIFE INSURANCE
COMPANY (Continued)**

There are no reserves against contract value for credit risk of the contract issuer or otherwise. The contract value of the investment contract at December 31, 2024 and 2023, was \$2,226,582 and \$2,029,362, respectively. The contract interest rate as of the Plan years presented was 3.0%. The average yield on guaranteed investment contracts for the year ended December 31, 2024 was 3.0% (see Note 8).

Certain events limit the Plan's ability to transact at contract value with Empower. Such events include the following: a) amendments to the plan documents (including complete or partial plan termination or merger with another plan), b) changes to the plan's prohibition on competing investment options or deletion of equity wash provisions, c) bankruptcy of the plan sponsor or other plan sponsor events (for example, divestitures or spin-offs of a subsidiary) that cause a significant withdrawal from the plan, or d) the failure of the trust to qualify for exemption from federal income taxes or any required prohibited transaction exemption under ERISA. Furthermore, certain events would allow the issuer to terminate the contract with the Plan and settle at an amount different from contract value. Examples of such events include a) an uncured breach of the Plan's investment guidelines, b) a material amendment to the contract without the issuer's consent, c) a violation of a material obligation under the contract, or d) a material misrepresentation. The Plan administrator does not believe that any events that would limit the Plan's ability to transact at contract value with Plan participants or the issuer are probable of occurring.

The guaranteed investment contract does not permit the insurance company to terminate the agreement prior to the scheduled maturity date.

NOTE 6 -- TAX STATUS

The Plan has adopted a prototype non-standard profit sharing plan with CODA and is relying on an opinion letter received from the Internal Revenue Service dated November 14, 2022 stating that the form of the plan is acceptable under section 401 of the Internal Revenue Code for use by employers for the benefit of their employees.

Accounting principles generally accepted in the United States of America require the Plan administrator to evaluate tax positions taken by the Plan and recognize a tax liability for any uncertain position that more likely than not would not be sustained upon examination by the IRS. The Plan is subject to routine audits by tax authorities. The 2021 Plan was examined and had no exceptions.

NOTE 7 -- PLAN TERMINATION

Although it has not expressed any intent to do so, the Company has the right under the Plan to discontinue its contributions at any time and to terminate the Plan subject to the provisions of ERISA. In the event of Plan termination, participants will become 100% vested in their employer contributions.

**FAGE USA DAIRY INDUSTRY, INC. 401(k) PLAN
NOTES TO FINANCIAL STATEMENTS**

NOTE 8 -- RELATED PARTY AND PARTY IN INTEREST TRANSACTIONS

Empower refers to the products and services offered by Empower Annuity Insurance Company of America ("EAIC") and its subsidiaries, including Empower Retirement, LLC. Empower acquired the retirement business of Massachusetts Mutual Life Insurance Company ("MassMutual"). Following the initial transition period, Empower became the sole administrator of this business in 2021. In April 2022, the Company's records were transferred from the MassMutual recordkeeping system to Empower.

Empower Life & Annuity Insurance is the recordkeeper of the Plan and therefore certain transactions qualify as party-in-interest transactions. Administrative fees of \$6,869 were paid from the Plan during the year ended December 31, 2024 see Note 5.

Talcott Resolution Life Insurance Company is the insurance carrier for the unallocated funds reported in the guaranteed investment contract, see Note 5.

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

NOTE 9 -- RISKS AND UNCERTAINTIES

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

NOTE 10 -- EMPLOYER CORRECTIVE CONTRIBUTIONS

Due to an error in the payroll system, employees over the age of 50, whom were making catchup contributions were not provided a corresponding safe harbor match. Less than ten employees were impacted by this error. The Plan sponsor researched and calculated the amount owed to affected participants since the inception of the safe harbor match and requested the trustee to calculate the lost earnings for each participant, see Note 13. The lost earnings and the safe harbor match equivalent are reflected as the corrective receivable as of December 31, 2024 and 2023, respectively. These funds were contributed to the Plan by the Plan sponsor prior to the issuance of these financials.

NOTE 11 -- RECONCILIATION OF FINANCIAL STATEMENTS TO SCHEDULE H OF FORM 5500

The following is a reconciliation of net assets available for benefits per the financial statements to Schedule H of Form 5500 as of December 31:

	<u>2024</u>	<u>2023</u>
Net assets available for benefits per the financial statements	\$ 22,851,914	\$ 19,230,135
Add: excess contributions payable	85	-
Less: Contributions receivable	(6,960)	(28,307)
Amounts returned unclaimed	<u>250</u>	<u>250</u>
Net assets available for benefits per Schedule H to the Form 5500	<u>\$ 22,845,289</u>	<u>\$ 19,202,078</u>



**FAGE USA DAIRY INDUSTRY, INC. 401(k) PLAN
NOTES TO FINANCIAL STATEMENTS**

**NOTE 11 -- RECONCILIATION OF FINANCIAL STATEMENTS TO SCHEDULE H OF FORM 5500
(Continued)**

The following is a reconciliation of net increase in plan assets per the financial statements for the year ended December 31, 2024 to Schedule H of Form 5500:

Net increase in plan assets per the financial statements	\$ 3,621,779
Add:	
Prior year contributions receivable	28,307
Current year excess contributions payable	85
Less:	
Current year contributions receivable	<u>(6,960)</u>
Net income per Schedule H per the Form 5500	<u>\$ 3,643,211</u>

NOTE 12 -- DATE OF MANAGEMENT REVIEW

Subsequent events were evaluated through October 15, 2025, which is the date the financial statements were available to be issued.

NOTE 13 -- SUBSEQUENT EVENT

Corrective contributions at December 31, 2023, included safe harbor match and the related lost earnings. The safe harbor match was funded in December 2024. Empower provided the results of the lost earnings calculation per participant on January 7, 2025 and the funds were contributed by the Plan sponsor on the same date, see Note 10.

SUPPLEMENTARY INFORMATION

FAGE USA DAIRY INDUSTRY, INC. 401(k) PLAN

EMPLOYER IDENTIFICATION NUMBER: 83-0419718

PLAN: 001

FORM 5500 - SCHEDULE H PART IV, LINE 4(i)

SCHEDULE OF ASSETS (HELD AT END OF YEAR)

DECEMBER 31, 2024

(a)	(b)	(c) Description of investment including maturity date, rate of interest, collateral, par or maturity value	(d) Cost**	(e) Current Value
*	T.Rowe Price Retire 2050 R	Pooled Separate Account		\$ 3,930,282
*	Alger Capital Appreciation Inst I	Pooled Separate Account		2,370,233
*	T.Rowe Price Retire 2030 R	Pooled Separate Account		1,686,688
*	T. Rowe Price Retire 2040 R	Pooled Separate Account		2,126,735
*	American Fds Fundamental Invs R3	Pooled Separate Account		1,225,921
*	Fidelity Advisor Leveraged Co Stk	Pooled Separate Account		1,335,517
*	Alger Mid Cap Growth	Pooled Separate Account		1,002,398
*	PIMCO Total Return A	Pooled Separate Account		671,813
*	Eaton Vance Large Cap Value A	Pooled Separate Account		845,728
*	Thornburg International Value R3	Pooled Separate Account		852,708
*	T. Rowe Price Retire 2020 R	Pooled Separate Account		318,946
*	Alger Small Cap Growth	Pooled Separate Account		485,563
*	Columbia Small Cap Value II-A	Pooled Separate Account		204,085
*	Columbia Small/Mid Cap Value	Pooled Separate Account		253,537
*	T. Rowe Price Retire Balanced	Pooled Separate Account		220,085
*	T. Rowe Price Retire 2010 R	Pooled Separate Account		122,976
*	State StreetS&P 500 Index CI I	Pooled Separate Account		<u>2,407,453</u>
				20,060,669
*	Talcott Resolution Life Insurance Co.	Guaranteed Investment Contract		2,226,582
*	Participant Loans	Loans to partipants with interest rates ranging from 4.25 to 9.50% per annum, secured by vested interest	\$0	<u>558,041</u>
				<u>\$ 22,845,292</u>

* Denotes Party-in-interest to the Plan

** All investments are Participant directed and therefore cost disclosure is not required.

See independent auditor's report.



FAGE USA DAIRY INDUSTRY, INC. 401(k) PLAN

**INDEPENDENT AUDITOR'S REPORT
and
FINANCIAL STATEMENTS
WITH SUPPLEMENTAL INFORMATION**

**December 31, 2024 and 2023
and Year Ended December 31, 2024**



FAGE USA DAIRY INDUSTRY, INC. 401(k) PLAN

December 31, 2024 and 2023

FINANCIAL STATEMENTS

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INDEPENDENT AUDITOR'S REPORT

To the Plan Administrator of
Fage USA Dairy Industry, Inc. 401(k) Plan

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

We have performed audits of the accompanying financial statements of Fage USA Dairy Industry, Inc. 401(k) Plan, an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) [ERISA Section 103(a)(3)(C) audit]. The financial statements comprise the statements of net assets available for benefits as of December 31, 2024 and 2023, and the related statement of changes in net assets available for benefits for the year ended December 31, 2024, and the related notes to the financial statements.

Management, having determined it is permissible in the circumstances, has elected to have the audits of Fage USA Dairy Industry, Inc. 401(k) Plan's financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. As permitted by ERISA Section 103(a)(3)(C), our audits need not extend to any statements or information related to assets held for investment of the plan (investment information) by a bank or similar institution or insurance carrier that is regulated, supervised, and subject to periodic examination by a state or federal agency, provided that the statements or information regarding assets so held are prepared and certified to by the bank or similar institution or insurance carrier in accordance with 29 CFR 2520.103-5 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA (qualified institution).

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

Opinion

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

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

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of Fage USA Dairy Industry, Inc. 401(k) Plan and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our ERISA Section 103(a)(3)(C) audit opinion.

Responsibilities of Management for the Financial Statements

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

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about Fage USA Dairy Industry, Inc. 401(k) Plan's ability to continue as a going concern for one year after the date the financial statements are available to be issued.

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

Auditor's Responsibilities for the Audit of the Financial Statements

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

In performing an audit in accordance with generally accepted auditing standards, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of Fage USA Dairy Industry, Inc. 401(k) 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 Fage USA Dairy Industry, Inc. 401(k) Plan's ability to continue as a going concern for a reasonable period of time.

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

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

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

Other Matter - Supplemental Schedules Required by ERISA

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

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

In our opinion—

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


SHAPIRO GOLDSTEIN MOSES & ARTUSO, LLP

Woodbury, New York
October 15, 2025

FAGE USA DAIRY INDUSTRY, INC. 401(k) PLAN
STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS
December 31, 2024 and 2023

ASSETS

	<u>2024</u>	<u>2023</u>
Investments at fair value	\$ 20,060,666	\$ 16,675,770
Investments at contract value	<u>2,226,582</u>	<u>2,029,362</u>
	<u>22,287,248</u>	<u>18,705,132</u>
Receivables:		
Employer contributions	-	293
Corrective contributions receivable	6,960	27,720
Participant contributions	-	293
Notes receivable from participants	<u>558,041</u>	<u>496,947</u>
	<u>565,001</u>	<u>525,253</u>
TOTAL ASSETS	22,852,249	19,230,385
	LIABILITIES	
Excess contributions payable	85	-
Funds unclaimed	<u>250</u>	<u>250</u>
NET ASSETS AVAILABLE FOR BENEFITS	<u>\$ 22,851,914</u>	<u>\$ 19,230,135</u>

See notes to financial statements.



FAGE USA DAIRY INDUSTRY, INC. 401(k) PLAN

STATEMENT OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS

Year Ended December 31, 2024

CHANGES TO NET ASSETS ATTRIBUTED TO:

Investment income:	
Interest on guaranteed investment contract	\$ 57,511
Net appreciation (depreciation) in fair value of investments	<u>3,071,678</u>
	<u>3,129,189</u>
Interest income on notes receivable from participants	<u>43,403</u>
Contributions:	
Participants	1,067,331
Employers	644,118
Other contributions including rollovers	<u>257,867</u>
Total contributions	<u>1,969,316</u>
TOTAL ADDITIONS AND CHANGES	<u>5,141,908</u>
DEDUCTIONS FROM NET ASSETS ATTRIBUTED TO:	
Benefits paid to participants and deemed distributions	1,513,260
Administrator and investment fees	<u>6,869</u>
TOTAL DEDUCTIONS	<u>1,520,129</u>
NET CHANGE	3,621,779
NET ASSETS AVAILABLE FOR BENEFITS:	
Beginning of year	<u>19,230,135</u>
End of year	<u>\$ 22,851,914</u>

See notes to financial statements.



**FAGE USA DAIRY INDUSTRY, INC. 401(k) PLAN
NOTES TO FINANCIAL STATEMENTS**

NOTE 1 -- DESCRIPTION OF PLAN

The following description of Fage USA Dairy Industry, Inc. 401(k) Plan provides only general information. Participants should refer to the Plan agreement for a more complete description of the Plan's provisions.

General - The Plan is a defined contribution plan covering full-time employees of Fage USA Dairy Industry, Inc. ("Dairy") who elect to participate in the Plan once eligibility requirements are met. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA). In January 2019, the plan adopted Safe Harbor Matching Contributions.

Participation Eligibility - Each employee of the Company who works 1,000 hours during a 12-month period, beginning with the date of hire, is eligible to participate in the Plan the first day of the month coincident upon completion of 90 days of continuous service and upon attaining 21 years of age.

Each employee of the Company who is not expected to work 1,000 hours during a 12-month period, is eligible to participate after completing 1,000 hours within the 12-consecutive month period beginning with employment date or any plan year beginning after that and upon attaining 21 years of age and be eligible for safe harbor match contributions.

Each employee of the Sponsor who is not expected to work 1,000 hours during a 12-month period, may also become eligible to participate in the Plan after completing at least 500 hours of service per year within a three consecutive year period beginning with employment date or any plan year beginning after that and upon attaining 21 years of age.

Vesting - Participants are immediately vested in their contributions and qualified matching contributions plus the actual earnings thereon. Vesting in the Company's matching contributions (other than the qualified matching contributions) portion of their accounts plus earnings thereon is based on years of continuous service. A participant is 100% vested after four years of credited service.

Contributions - Each year, participants may contribute a percentage of their compensation up to the maximum permitted under law. Participants may make a separate election to contribute up to 100% of designated cash bonuses to the Plan as 401(k) contributions, provided that the participant's total 401(k) contributions for the year do not exceed the maximum permitted under law. The IRS limits the maximum employee elective deferral to \$23,000 in 2024. Participants who have attained the age 50 or older by the end of the calendar year are eligible to make an additional catch up deferral contribution for a year which cannot exceed the catch up limit in effect for the year of \$7,500. Matching contributions can be made by the employer on a discretionary basis and are invested in accordance with the options selected by the participant.

Participants who are in an "eligible class" may elect to roll over qualified distributions into the Plan, regardless of whether they have satisfied any age or service requirements to participate in the Plan. Participant's rollover contributions are subject to all the terms and conditions of the Plan and are only distributable under the terms of the Plan. Participants direct the investment of their contributions into various investment options offered by the Plan. The Plan currently offers in excess of fifteen pooled separate accounts and a guaranteed investment contract as investment options for participants.

In 2019, the Plan was amended to qualify as a Safe Harbor 401(k) Plan, therefore employer matching contributions will be an enhanced match equal to 100% of salary deferral up to 5% of Plan compensation each payroll period for all participants. For the year ended December 31, 2024, the Company made \$644,118 in qualified matching contributions.

**FAGE USA DAIRY INDUSTRY, INC. 401(k) PLAN
NOTES TO FINANCIAL STATEMENTS**

NOTE 1 -- DESCRIPTION OF PLAN -- (Continued)

As part of the acquisition of Massachusetts Mutual Life Insurance Company (MassMutual) Retirement Services Business by Great-West Life and Annuity Insurance Company (GWL&A), an affiliate of Empower Retirement, LLC on December 31, 2020, GWL&A entered into a Transition Services Agreement (TSA) with MassMutual, under which MassMutual continued to provide specified services as necessary to ensure the business continues to operate without disruption. In April 2022, the account balances were transferred to Empower Retirement.

In February 2022, the Plan was restated to contain the appropriate retroactive dates with respect to the provisions for the appropriate laws of a Cycle 3 Restatement. The Plan is now in compliance with the requirements of the 2017 Cumulative List (Notice 2017-37). The Plan does not have an Automatic Deferral Arrangement.

Participant Accounts - Each participant's account is credited with the participant's contribution and allocations of (a) the Company's matching contribution, (b) Plan earnings (losses), and (c) are charged with a quarterly administration fee. Allocations are based on participant earnings or account balances, as defined. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account, as well as any investment earnings on those contributions. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

Notes Receivable from Participants - Participants may borrow from their fund accounts a minimum of \$1,000 and up to a maximum equal to the lesser of \$50,000 or 50% of the vested account balance. The notes are secured by the balance in the participant's account and bear interest at rates ranging from 4.25% to 9.50%, which are commensurate with local prevailing rates as determined quarterly by the Plan Administrator. Note terms cannot exceed five years, unless such note is used to purchase a principal residence. Participant's account is charged an initiation fee and subsequently quarterly maintenance fees. Principal and interest are paid ratably through payroll withholding and are recognized as such. For the year ended December 31, 2024, participant loan repayments included interest at a maximum rate of 9.50%. All notes are considered to be collectible and no estimated allowance for doubtful accounts has been recognized. If a participant does not make loan payments and the Plan Administrator considers the participant loan to be in default, the loan balance is reduced, and the delinquent participant note receivable is recorded as a benefit payment based on the terms of the Plan document.

Payment of Benefits - On termination of service due to death, disability or retirement, a participant may elect to receive an amount equal to the value of the participant's vested interest in his or her account in either a lump-sum amount, or an annuity contract that provides for payments over his or her life. In the event of termination of service due to other reasons, a participant may receive the value of the vested interest in his or her account as a lump-sum distribution.

In-service distributions are permitted by participants from their contributions and respective earnings if they have reached age 59 1/2, disability or incur an immediate and heavy financial need.

Forfeited Accounts - For the years ended December 31, 2024 and 2023, there were no forfeited balances.

Administrative Expenses - All administrative expenses of maintaining the Plan are paid from the participant Plan assets, unless the Company elects to make the payment.

FAGE USA DAIRY INDUSTRY, INC. 401(k) PLAN NOTES TO FINANCIAL STATEMENTS

NOTE 2 -- SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

This summary of significant accounting policies of Fage USA Dairy Industry, Inc. 401(k) Plan, (the "Plan") is presented to assist in the understanding of the Plan's financial statements. The accounting policies conform to accounting principles generally accepted in the United States of America and have been consistently applied in the preparation of the financial statements.

a. Basis of Accounting

The financial statements of the Plan have been prepared on the accrual method of accounting.

b. Use of Estimates

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

c. Investment Valuation and Income Recognition

Plan investments are all included in a group annuity which consists of pooled separate accounts ("PSA's") and a guaranteed investment contract ("GIC"). This type of plan does not distribute any type dividends and only the change in the net asset value is reported. PSA's are reported at their fair value as calculated by the fund manager based on the underlying investments. The GIC is reported at contract value based on actuarial formula as defined under the terms of the contract, see Note 5.

Purchases and sales of securities are recorded on a trade-date basis. Interest income earned on the fixed income account is recorded on the accrual basis.

PSA's are within a group annuity plan, therefore, dividends are not separately reported and the net appreciation (depreciation) includes the Plan's dividends, gains and losses on investments purchased and sold as well as held during the year.

d. Notes Receivable from Participants

Notes receivable from participants are measured at their unpaid principal balance plus any accrued but unpaid interest. Interest income is recorded on the accrual basis. Participant loans are immediately due and payable upon termination of employment, with exceptions for employees granted a leave of absence, or employees serving in the military. Delinquent participant loans are reclassified as distributions. Related fees are recorded as administrative expenses and are expensed when they are incurred.

e. Payment of Benefits

Benefits are recorded when paid.

f. Excess Contributions Payable

Amounts payable to participants for contributions in excess of amounts allowed by the IRS are recorded as a liability with a corresponding deduction to contributions. At December 31, 2024 and 2023, corrective contributions payable were \$85 and \$0, respectively.

g. Reclassifications

Reclassifications are made to the prior year's financial statements whenever necessary to conform to the current year's presentation. Such reclassifications have had no effect on income as previously reported.

**FAGE USA DAIRY INDUSTRY, INC. 401(k) PLAN
NOTES TO FINANCIAL STATEMENTS**

NOTE 3 -- INFORMATION PREPARED AND CERTIFIED BY EMPOWER

The following information included in the accompanying financial statements and supplemental schedule was obtained from data that has been prepared and certified to as complete and accurate by the Plan's trustee and insurance company.

The plan administrator has elected the method of compliance permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974. Accordingly, as permitted under such election, the plan administrator has obtained certification from Empower. Empower refers to the products and services offered by Empower Annuity Insurance Company of America ("EAIC") and its subsidiaries, including Empower Retirement, LLC. The signatory of the certification is a duly authorized officer of EAIC, Empower Life & Annuity Insurance Company of New York ("ELAINY") and Empower Trust Company, LLC ("ETC").

ETC certifies that the unaudited information as of December 31, 2024 and 2023, pertaining to the following data included in the accompanying financial statements and supplemental schedule is complete and accurate.

At December 31,	<u>2024</u>	<u>2023</u>
Investments, at fair value		
Pooled separate accounts	\$ 20,060,666	\$ 18,705,132
Guaranteed investment contracts	2,226,583	2,029,362
Notes receivable from participants	558,041	496,947
 For the year ended December 31, 2024		
Net change in net asset value of investments	\$ 3,071,678	
Interest income	57,511	
Interest from notes receivable from participants	43,403	

NOTE 4 -- FAIR VALUE MEASUREMENTS

ASC 820 establishes a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. This hierarchy consists of three broad levels:

- Level 1 Inputs are quoted prices (unadjusted) in active markets for identical assets or liabilities the Plan has the ability to access.
- Level 2 Inputs are inputs (other than quoted prices included in Level 1) that are observable for the asset or liability, either directly or indirectly.
- Level 3 Inputs are unobservable inputs for the asset or liability and rely on management's own assumptions about the assumptions that market participants would use in pricing the asset or liability.

The Plan uses appropriate valuation techniques based on the available inputs to measure the fair value of its investments. When available, the Plan measures fair value using Level 1 inputs because they generally provide the most reliable evidence of fair value. Level 3 inputs are only used when Level 1 or Level 2 inputs are not available.

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



**FAGE USA DAIRY INDUSTRY, INC. 401(k) PLAN
NOTES TO FINANCIAL STATEMENTS**

NOTE 4 -- FAIR VALUE MEASUREMENTS (Continued)

Pooled Separate Accounts

The pooled separate accounts are valued at their net asset values available in an observable market. They are not deemed to be actively traded. ASC 820 allows NAV per share to serve as a practical expedient to estimate fair value.

The following tables set forth, by level within the fair value hierarchy, the Plan's assets at fair value as of December 31, 2024 and 2023. Classification within the fair value hierarchy table is based on the lowest level of any input that is significant to the fair value measurement.

	Assets at Fair Value as of December 31, 2024			
	<u>(Level 1)</u>	<u>(Level 2)</u>	<u>(Level 3)</u>	<u>Total</u>
Total assets in the fair value hierarchy	\$ -	\$ 22,287,248	\$ -	\$ 22,287,248

	Assets at Fair Value as of December 31, 2023			
	<u>(Level 1)</u>	<u>(Level 2)</u>	<u>(Level 3)</u>	<u>Total</u>
Total assets in the fair value hierarchy	\$ -	\$ 18,705,132	\$ -	\$ 18,705,132

Gains and losses included in the statement of changes in net assets available for benefits for the year ended December 31, 2024, are reported in net change in fair value of investments.

The Plan's policy is to recognize transfers between Levels 1 and 2 and into and out of Level 3 as of the date of the event or change in circumstances that caused the transfer. For the year ended December 31, 2024, there were no significant transfers between Levels 1 and 2 and no transfers into or out of Level 3.

NOTE 5 -- INVESTMENT CONTRACT WITH TALCOTT RESOLUTION LIFE INSURANCE COMPANY

In 2020, the Plan entered into a guaranteed investment contract with Talcott Resolution Life Insurance Company ("Talcott"), formerly Hartford Life Insurance Company ("HLIC"). In April 2022, the account balances were transferred to the Empower database systems as the trustee and custodian, Talcott remains the insurance carrier. The account is credited with earnings on the underlying investments and charged for participant withdrawals and administrative expenses. The guaranteed investment contract issuer is contractually obligated to repay the principal and a specified interest rate that is guaranteed to the Plan. The interest crediting rate is reset at least annually and no more frequently than quarterly.

The guaranteed investment contract is presented on the face of the statement of net assets available for benefits at contract value. Contract value, as reported to the Plan by Talcott, represents contributions made under the contract, plus earnings, less participant withdrawals and administrative expenses. Participants may ordinarily direct the withdrawal or transfer of all or a portion of their investment at contract value.

**FAGE USA DAIRY INDUSTRY, INC. 401(k) PLAN
NOTES TO FINANCIAL STATEMENTS**

**NOTE 5 -- INVESTMENT CONTRACT WITH TALCOTT RESOLUTION LIFE INSURANCE
COMPANY (Continued)**

There are no reserves against contract value for credit risk of the contract issuer or otherwise. The contract value of the investment contract at December 31, 2024 and 2023, was \$2,226,582 and \$2,029,362, respectively. The contract interest rate as of the Plan years presented was 3.0%. The average yield on guaranteed investment contracts for the year ended December 31, 2024 was 3.0% (see Note 8).

Certain events limit the Plan's ability to transact at contract value with Empower. Such events include the following: a) amendments to the plan documents (including complete or partial plan termination or merger with another plan), b) changes to the plan's prohibition on competing investment options or deletion of equity wash provisions, c) bankruptcy of the plan sponsor or other plan sponsor events (for example, divestitures or spin-offs of a subsidiary) that cause a significant withdrawal from the plan, or d) the failure of the trust to qualify for exemption from federal income taxes or any required prohibited transaction exemption under ERISA. Furthermore, certain events would allow the issuer to terminate the contract with the Plan and settle at an amount different from contract value. Examples of such events include a) an uncured breach of the Plan's investment guidelines, b) a material amendment to the contract without the issuer's consent, c) a violation of a material obligation under the contract, or d) a material misrepresentation. The Plan administrator does not believe that any events that would limit the Plan's ability to transact at contract value with Plan participants or the issuer are probable of occurring.

The guaranteed investment contract does not permit the insurance company to terminate the agreement prior to the scheduled maturity date.

NOTE 6 -- TAX STATUS

The Plan has adopted a prototype non-standard profit sharing plan with CODA and is relying on an opinion letter received from the Internal Revenue Service dated November 14, 2022 stating that the form of the plan is acceptable under section 401 of the Internal Revenue Code for use by employers for the benefit of their employees.

Accounting principles generally accepted in the United States of America require the Plan administrator to evaluate tax positions taken by the Plan and recognize a tax liability for any uncertain position that more likely than not would not be sustained upon examination by the IRS. The Plan is subject to routine audits by tax authorities. The 2021 Plan was examined and had no exceptions.

NOTE 7 -- PLAN TERMINATION

Although it has not expressed any intent to do so, the Company has the right under the Plan to discontinue its contributions at any time and to terminate the Plan subject to the provisions of ERISA. In the event of Plan termination, participants will become 100% vested in their employer contributions.

**FAGE USA DAIRY INDUSTRY, INC. 401(k) PLAN
NOTES TO FINANCIAL STATEMENTS**

NOTE 8 -- RELATED PARTY AND PARTY IN INTEREST TRANSACTIONS

Empower refers to the products and services offered by Empower Annuity Insurance Company of America ("EAIC") and its subsidiaries, including Empower Retirement, LLC. Empower acquired the retirement business of Massachusetts Mutual Life Insurance Company ("MassMutual"). Following the initial transition period, Empower became the sole administrator of this business in 2021. In April 2022, the Company's records were transferred from the MassMutual recordkeeping system to Empower.

Empower Life & Annuity Insurance is the recordkeeper of the Plan and therefore certain transactions qualify as party-in-interest transactions. Administrative fees of \$6,869 were paid from the Plan during the year ended December 31, 2024 see Note 5.

Talcott Resolution Life Insurance Company is the insurance carrier for the unallocated funds reported in the guaranteed investment contract, see Note 5.

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

NOTE 9 -- RISKS AND UNCERTAINTIES

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

NOTE 10 -- EMPLOYER CORRECTIVE CONTRIBUTIONS

Due to an error in the payroll system, employees over the age of 50, whom were making catchup contributions were not provided a corresponding safe harbor match. Less than ten employees were impacted by this error. The Plan sponsor researched and calculated the amount owed to affected participants since the inception of the safe harbor match and requested the trustee to calculate the lost earnings for each participant, see Note 13. The lost earnings and the safe harbor match equivalent are reflected as the corrective receivable as of December 31, 2024 and 2023, respectively. These funds were contributed to the Plan by the Plan sponsor prior to the issuance of these financials.

NOTE 11 -- RECONCILIATION OF FINANCIAL STATEMENTS TO SCHEDULE H OF FORM 5500

The following is a reconciliation of net assets available for benefits per the financial statements to Schedule H of Form 5500 as of December 31:

	<u>2024</u>	<u>2023</u>
Net assets available for benefits per the financial statements	\$ 22,851,914	\$ 19,230,135
Add: excess contributions payable	85	-
Less: Contributions receivable	(6,960)	(28,307)
Amounts returned unclaimed	<u>250</u>	<u>250</u>
Net assets available for benefits per Schedule H to the Form 5500	<u>\$ 22,845,289</u>	<u>\$ 19,202,078</u>



**FAGE USA DAIRY INDUSTRY, INC. 401(k) PLAN
NOTES TO FINANCIAL STATEMENTS**

**NOTE 11 -- RECONCILIATION OF FINANCIAL STATEMENTS TO SCHEDULE H OF FORM 5500
(Continued)**

The following is a reconciliation of net increase in plan assets per the financial statements for the year ended December 31, 2024 to Schedule H of Form 5500:

Net increase in plan assets per the financial statements	\$ 3,621,779
Add:	
Prior year contributions receivable	28,307
Current year excess contributions payable	85
Less:	
Current year contributions receivable	<u>(6,960)</u>
Net income per Schedule H per the Form 5500	<u>\$ 3,643,211</u>

NOTE 12 -- DATE OF MANAGEMENT REVIEW

Subsequent events were evaluated through October 15, 2025, which is the date the financial statements were available to be issued.

NOTE 13 -- SUBSEQUENT EVENT

Corrective contributions at December 31, 2023, included safe harbor match and the related lost earnings. The safe harbor match was funded in December 2024. Empower provided the results of the lost earnings calculation per participant on January 7, 2025 and the funds were contributed by the Plan sponsor on the same date, see Note 10.

SUPPLEMENTARY INFORMATION

FAGE USA DAIRY INDUSTRY, INC. 401(k) PLAN

EMPLOYER IDENTIFICATION NUMBER: 83-0419718

PLAN: 001

FORM 5500 - SCHEDULE H PART IV, LINE 4(i)

SCHEDULE OF ASSETS (HELD AT END OF YEAR)

DECEMBER 31, 2024

(a)	(b)	(c) Description of investment including maturity date, rate of interest, collateral, par or maturity value	(d) Cost**	(e) Current Value
*	T.Rowe Price Retire 2050 R	Pooled Separate Account		\$ 3,930,282
*	Alger Capital Appreciation Inst I	Pooled Separate Account		2,370,233
*	T.Rowe Price Retire 2030 R	Pooled Separate Account		1,686,688
*	T. Rowe Price Retire 2040 R	Pooled Separate Account		2,126,735
*	American Fds Fundamental Invs R3	Pooled Separate Account		1,225,921
*	Fidelity Advisor Leveraged Co Stk	Pooled Separate Account		1,335,517
*	Alger Mid Cap Growth	Pooled Separate Account		1,002,398
*	PIMCO Total Return A	Pooled Separate Account		671,813
*	Eaton Vance Large Cap Value A	Pooled Separate Account		845,728
*	Thornburg International Value R3	Pooled Separate Account		852,708
*	T. Rowe Price Retire 2020 R	Pooled Separate Account		318,946
*	Alger Small Cap Growth	Pooled Separate Account		485,563
*	Columbia Small Cap Value II-A	Pooled Separate Account		204,085
*	Columbia Small/Mid Cap Value	Pooled Separate Account		253,537
*	T. Rowe Price Retire Balanced	Pooled Separate Account		220,085
*	T. Rowe Price Retire 2010 R	Pooled Separate Account		122,976
*	State StreetS&P 500 Index CI I	Pooled Separate Account		<u>2,407,453</u>
				20,060,669
*	Talcott Resolution Life Insurance Co.	Guaranteed Investment Contract		2,226,582
*	Participant Loans	Loans to partipants with interest rates ranging from 4.25 to 9.50% per annum, secured by vested interest	\$0	<u>558,041</u>
				<u>\$ 22,845,292</u>

* Denotes Party-in-interest to the Plan

** All investments are Participant directed and therefore cost disclosure is not required.

See independent auditor's report.



SCHEDULE OF ASSETS (HELD AT END OF YEAR)

GA

FAGE USA DAIRY INDUSTRY, INC. 401(K) PLAN

01-JAN-24 to 31-DEC-24

16-JAN-25 08:39:24

INVESTMENT OPTION	MATURITY DATE	INTEREST RATE	COST OF ASSETS	CURRENT VALUE
1RRTIX			181,028.68	220,084.55
1RRTAX			105,466.88	122,975.64
1RRTBX			261,406.69	318,945.53
1RRTCX			1,127,082.25	1,686,687.76
1RRTDX			1,492,738.44	2,126,734.93
1RRTFX			2,506,655.12	3,930,282.15
1TGVRX			622,967.53	852,708.36
1ALSRX			438,154.53	485,563.13
1COVAX			139,802.28	204,085.05
1ALMRX			635,745.60	1,002,398.18
1CFDRX			189,978.33	253,536.70
1FLSTX			678,339.51	1,335,517.00
1ALARX			1,071,649.08	2,370,232.70
1RFNCX			725,709.58	1,225,920.81
1EHSTX			447,312.82	845,727.53
1S1662A			1,567,334.15	2,407,453.03
1PTTAX			657,013.23	671,813.26
1TNPFA3		3.000	2,084,154.76	2,225,549.56
			14,932,539.46	22,286,215.87
PARTICIPANT LOANS	VARIOUS	4.250-9.500	557,422.30	558,041.39
FORFEITURES			1,001.39	1,032.80

Attachment to Form 5500, Schedule H, Part 4, Item I
EIN # 830419718

LEGEND

INVESTMENT OPTION:

1RRTIX	T. Rowe Price Retirement Balanced R	1RRTAX	T. Rowe Price Retirement 2010 R
1RRTBX	T. Rowe Price Retirement 2020 R	1RRTCX	T. Rowe Price Retirement 2030 R
1RRTDX	T. Rowe Price Retirement 2040 R	1RRTFX	T. Rowe Price Retirement 2050 R
1TGVRX	Thornburg International Equity R3	1ALSRX	Alger Small Cap Growth Institutional I
1COVAX	Columbia Small Cap Value II A	1ALMRX	Alger Mid Cap Growth Institutional I
1CFDRX	Columbia Select Mid Cap Value Instl	1FLSTX	Fidelity Advisor Leveraged Co Stk M
1ALARX	Alger Capital Appreciation Instl I	1RFNCX	American Funds Fundamental Invs R3
1EHSTX	Eaton Vance Large-Cap Value A	1S1662A	State St S&P 500 Indx SL Cl I
1PTTAX	PIMCO Total Return A	1TNPFA3	General Account

COST OF ASSETS: The original cost of the assets in each investment option as of the last day of the plan year

CURRENT VALUE: The value of all assets in each investment option as of the last day of the plan year