

Form 5500

Department of the Treasury Internal Revenue Service

Department of Labor Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Annual Return/Report of Employee Benefit Plan

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

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

OMB Nos. 1210-0110 1210-0089

2024

This Form is Open to Public Inspection

Part I Annual Report Identification Information

For calendar plan year 2024 or fiscal plan year beginning 06/28/2024 and ending 06/27/2025

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

Part II Basic Plan Information—enter all requested information

1a Name of plan: RSR EMPLOYEE STOCK OWNERSHIP PLAN
1b Three-digit plan number (PN): 002
1c Effective date of plan: 07/01/1994
2a Plan sponsor's name (employer, if for a single-employer plan): RSR GROUP, INC.
2b Employer Identification Number (EIN): 59-2958389
2c Plan Sponsor's telephone number: 407-677-6114
2d Business code (see instructions): 423910

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.

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	514
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)	366
	6a(2)	378
	6b	64
	6c	73
	6d	515
	6e	3
	6f	518
	6g(1)	513
6g(2)	515	
6h	22	
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:
2I 2O 2Q 3I

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

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

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

a Pension Schedules

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

b General Schedules

- (1) **H** (Financial Information)
- (2) **I** (Financial Information – Small Plan)
- (3) **A** (Insurance Information) – Number Attached 0
- (4) **C** (Service Provider Information)
- (5) **D** (DFE/Participating Plan Information)
- (6) **G** (Financial Transaction Schedules)

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

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

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

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

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

Receipt Confirmation Code _____

SCHEDULE H (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	Financial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500.	<small>OMB No. 1210-0110</small> 2024 This Form is Open to Public Inspection
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For calendar plan year 2024 or fiscal plan year beginning 06/28/2024 and ending 06/27/2025	
A Name of plan RSR EMPLOYEE STOCK OWNERSHIP PLAN	B Three-digit plan number (PN) ▶ 002
C Plan sponsor's name as shown on line 2a of Form 5500 RSR GROUP, INC.	D Employer Identification Number (EIN) 59-2958389

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	5571
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)		
(2) Participant contributions	1b(2)		
(3) Other	1b(3)	37263	0
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)	0	1070012
(2) U.S. Government securities	1c(2)		
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)		
(B) All other	1c(3)(B)		
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)		
(B) Common	1c(4)(B)		
(5) Partnership/joint venture interests	1c(5)		
(6) Real estate (other than employer real property)	1c(6)		
(7) Loans (other than to participants)	1c(7)		
(8) Participant loans	1c(8)		
(9) Value of interest in common/collective trusts	1c(9)		
(10) Value of interest in pooled separate accounts	1c(10)		
(11) Value of interest in master trust investment accounts	1c(11)		
(12) Value of interest in 103-12 investment entities	1c(12)		
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)		
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)		
(15) Other	1c(15)		

1d Employer-related investments:		(a) Beginning of Year	(b) End of Year
(1) Employer securities.....	1d(1)	389982492	385009163
(2) Employer real property.....	1d(2)		
e Buildings and other property used in plan operation.....	1e		
f Total assets (add all amounts in lines 1a through 1e).....	1f	390019755	386084746
Liabilities			
g Benefit claims payable.....	1g		
h Operating payables.....	1h		
i Acquisition indebtedness.....	1i	44353733	43187476
j Other liabilities.....	1j	37263	1075583
k Total liabilities (add all amounts in lines 1g through 1j).....	1k	44390996	44263059
Net Assets			
l Net assets (subtract line 1k from line 1f).....	1l	345628759	341821687

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)	1879731	
(B) Participants.....	2a(1)(B)		
(C) Others (including rollovers).....	2a(1)(C)		
(2) Noncash contributions.....	2a(2)	3111940	
(3) Total contributions. Add lines 2a(1)(A) , (B) , (C) , and line 2a(2)	2a(3)		4991671
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit).....	2b(1)(A)		
(B) U.S. Government securities.....	2b(1)(B)		
(C) Corporate debt instruments.....	2b(1)(C)		
(D) Loans (other than to participants).....	2b(1)(D)		
(E) Participant loans.....	2b(1)(E)		
(F) Other.....	2b(1)(F)		
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		0
(2) Dividends:			
(A) Preferred stock.....	2b(2)(A)		
(B) Common stock.....	2b(2)(B)		
(C) Registered investment company shares (e.g. mutual funds).....	2b(2)(C)		
(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)		0
(3) Rents.....	2b(3)		
(4) Net gain (loss) on sale of assets:			
(A) Aggregate proceeds.....	2b(4)(A)		
(B) Aggregate carrying amount (see instructions).....	2b(4)(B)		
(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result.....	2b(4)(C)		
(5) Unrealized appreciation (depreciation) of assets:			
(A) Real estate.....	2b(5)(A)		
(B) Other.....	2b(5)(B)	19431478	
(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B)	2b(5)(C)		

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts	2b(6)		
(7) Net investment gain (loss) from pooled separate accounts	2b(7)		
(8) Net investment gain (loss) from master trust investment accounts	2b(8)		
(9) Net investment gain (loss) from 103-12 investment entities	2b(9)		
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		
c Other income	2c		
d Total income. Add all income amounts in column (b) and enter total	2d		24423149

Expenses

e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	27516747	
(2) To insurance carriers for the provision of benefits	2e(2)		
(3) Other	2e(3)		
(4) Total benefit payments. Add lines 2e(1) through (3)	2e(4)		27516747
f Corrective distributions (see instructions)	2f		
g Certain deemed distributions of participant loans (see instructions)	2g		
h Interest expense	2h		713474
i Administrative expenses:			
(1) Salaries and allowances	2i(1)		
(2) Contract administrator fees	2i(2)		
(3) Recordkeeping fees	2i(3)		
(4) IQPA audit fees	2i(4)		
(5) Investment advisory and investment management fees	2i(5)		
(6) Bank or trust company trustee/custodial fees	2i(6)		
(7) Actuarial fees	2i(7)		
(8) Legal fees	2i(8)		
(9) Valuation/appraisal fees	2i(9)		
(10) Other trustee fees and expenses	2i(10)		
(11) Other expenses	2i(11)		
(12) Total administrative expenses. Add lines 2i(1) through (11)	2i(12)		0
j Total expenses. Add all expense amounts in column (b) and enter total	2j		28230221

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d	2k		-3807072
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: **PURVIS, GRAY & COMPANY, LLP**

(2) EIN: **59-0548468**

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		3000000
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 **06/28/2024** and ending **06/27/2025**

A Name of plan RSR EMPLOYEE STOCK OWNERSHIP PLAN	B Three-digit plan number (PN)	002
C Plan sponsor's name as shown on line 2a of Form 5500 RSR GROUP, INC.	D Employer Identification Number (EIN) 59-2958389	

Part I	Distributions
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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): 59-2958389

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

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

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

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

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

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

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

Part IV	ESOPs (see instructions). If this is not a plan described under section 409(a) or 4975(e)(7) of the Internal Revenue Code, skip this Part.
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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 06 / 30 / 2020 (MM/DD/YYYY) and the Opinion Letter serial number Q702454A.

RSR EMPLOYEE STOCK OWNERSHIP PLAN
FINANCIAL STATEMENTS
AS OF JUNE 27, 2025 AND JUNE 28, 2024
AND FOR THE YEAR ENDED JUNE 27, 2025
AND INDEPENDENT AUDITOR'S REPORT

RSR EMPLOYEE STOCK OWNERSHIP PLAN

TABLE OF CONTENTS

INDEPENDENT AUDITOR'S REPORT	1
FINANCIAL STATEMENTS:	
Statements of Net Assets Available for Benefits as of June 27, 2025 and June 28, 2024	4
Statement of Changes in Net Assets Available for Benefits for the Year Ended June 27, 2025	5
Notes to Financial Statements	6
SUPPLEMENTAL SCHEDULE AS OF JUNE 27, 2025	
Form 5500, Schedule H, Part IV, Line 4i - Schedule of Assets (Held at Year End) as of June 27, 2025	15

Supplemental Schedules Omitted

All other schedules required by Section 2520.103-10 of Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974 have been omitted because they are not applicable.

INDEPENDENT AUDITOR'S REPORT

To the Plan Administrator and Participants
RSR Employee Stock Ownership Plan
Winter Park, Florida

Opinion

We have audited the accompanying financial statements of RSR Employee Stock Ownership Plan (the Plan), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), which comprise the statements of net assets available for benefits as of June 27, 2025 and June 28, 2024, and the related statement of changes in net assets available for benefits for the year ended June 27, 2025, and the related notes to the financial statements.

In our opinion, the financial statements referred to above present fairly, in all material respects, the net assets available for benefits of the Plan as of June 27, 2025 and June 28, 2024, and the changes in its net assets available for benefits for the year ended June 27, 2025, in accordance with accounting principles generally accepted in the United States of America.

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 the Plan and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our 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.

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

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To the Plan Administrator and Participants
RSR Employee Stock Ownership Plan
Winter Park, Florida

INDEPENDENT AUDITOR'S REPORT

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

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 the Plan's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for a reasonable period of time.

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

Supplemental Schedule Required by ERISA

Our audits were conducted for the purpose of forming an opinion on the financial statements as a whole. The supplemental Schedule H, Line 4i – Schedule of Assets (Held at End of Year) as of June 27, 2025, 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.

To the Plan Administrator and Participants
RSR Employee Stock Ownership Plan
Winter Park, Florida

INDEPENDENT AUDITOR'S REPORT

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 has been subjected to the auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements, or to the financial statements themselves, and other additional procedures in accordance with generally accepted auditing standards.

In forming our opinion on the supplemental schedule, we evaluated whether the supplemental schedule, including its form and content, is presented in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

In our opinion, the information in the accompanying schedule is fairly stated, in all material respects, in relation to the financial statements as a whole, and the form and content are presented in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.



December 19, 2025
Winter Park, Florida

RSR EMPLOYEE STOCK OWNERSHIP PLAN
STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS

	<u>June 27, 2025</u>			<u>June 28, 2024</u>		
	Allocated	Unallocated	Total	Allocated	Unallocated	Total
Assets						
Investments, at fair value:						
Interest-bearing cash	\$ -	\$ 1,070,012	\$ 1,070,012	\$ -	\$ -	\$ -
Investment in RSR Group, Inc. common stock	260,866,695	124,142,468	385,009,163	267,748,892	122,233,600	389,982,492
Total investments, at fair value	<u>260,866,695</u>	<u>125,212,480</u>	<u>386,079,175</u>	<u>267,748,892</u>	<u>122,233,600</u>	<u>389,982,492</u>
Cash	-	5,571	5,571	-	-	-
Affiliate receivable	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>37,263</u>	<u>37,263</u>
Total assets	<u>260,866,695</u>	<u>125,218,051</u>	<u>386,084,746</u>	<u>267,748,892</u>	<u>122,270,863</u>	<u>390,019,755</u>
Liabilities						
Loans payable	-	43,187,476	43,187,476	-	44,353,733	44,353,733
Other payable	<u>-</u>	<u>1,075,583</u>	<u>1,075,583</u>	<u>-</u>	<u>37,263</u>	<u>37,263</u>
Total liabilities	<u>-</u>	<u>44,263,059</u>	<u>44,263,059</u>	<u>-</u>	<u>44,390,996</u>	<u>44,390,996</u>
Net assets available for benefits	<u>\$ 260,866,695</u>	<u>\$ 80,954,992</u>	<u>\$ 341,821,687</u>	<u>\$ 267,748,892</u>	<u>\$ 77,879,867</u>	<u>\$ 345,628,759</u>

See accompanying notes to financial statements.

RSR EMPLOYEE STOCK OWNERSHIP PLAN

**STATEMENT OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS
YEAR ENDED JUNE 27, 2025**

	<u>Allocated</u>	<u>Unallocated</u>	<u>Total</u>
Plan Income			
Investment income			
Net unrealized appreciation in fair value of investments	\$ 12,878,638	\$ 6,552,840	\$ 19,431,478
Employer contributions	3,111,940	1,879,731	4,991,671
Allocation of 19,400 shares of RSR Group, Inc. common stock (\$239.38 per share)	4,643,972	(4,643,972)	-
Total income	<u>20,634,550</u>	<u>3,788,599</u>	<u>24,423,149</u>
Plan Expenses			
Distributions to participants	27,516,747	-	27,516,747
Interest expense	-	713,474	713,474
Total deductions	<u>27,516,747</u>	<u>713,474</u>	<u>28,230,221</u>
Net increase (decrease)	(6,882,197)	3,075,125	(3,807,072)
Net assets available for benefits, beginning of year	<u>267,748,892</u>	<u>77,879,867</u>	<u>345,628,759</u>
Net assets available for benefits, end of year	<u>\$ 260,866,695</u>	<u>\$ 80,954,992</u>	<u>\$ 341,821,687</u>

See accompanying notes to financial statements.

RSR EMPLOYEE STOCK OWNERSHIP PLAN NOTES TO FINANCIAL STATEMENTS

A. DESCRIPTION OF PLAN

The RSR Employee Stock Ownership Plan (the “Plan”) provides participating employees with the opportunity to accumulate capital for their future retirement and to enable participants to share in the growth of RSR Group, Inc. (the “Company”). The Plan owns 100% of the outstanding stock of the Company.

The Company is the Plan administrator. The Plan administrator establishes and implements the funding policy of the Plan. The funding policy of the Plan is to invest primarily in Company common stock. The trustee of the Plan is Duane Tolander, who is an outside, independent trustee.

The following description of the Plan provides only general information. Participants should refer to the Plan Document and the Summary Plan Description for a more complete description of the Plan’s provisions.

General. The Plan is a defined contribution plan covering substantially all employees of the Company who attain the age of 18 and have completed 1,000 hours of service in their initial year, 520 hours per year in subsequent years, and are employed on the last day of the Plan year. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA). The Plan was initially effective July 1, 1994 and was most recently amended effective July 1, 2023. The Plan administrator believes the Plan is in compliance with applicable Internal Revenue Service, ERISA and other applicable regulatory bodies’ laws and rules. (See Note H.)

Contributions. The Company will contribute to the Plan such amounts as its Board of Directors deems appropriate based on the Company’s financial performance and condition. Such contributions may be in cash, shares of the Company’s common stock, or other property as determined by the Company’s Board of Directors. However, when the ESOP is leveraged, the Company is obligated to make contributions to the Plan, which when aggregated with dividends received on the Plan’s investments, equal the amount necessary to enable the Plan to make its regularly scheduled payments of principal and interest due on any term loans. The ESOP was leveraged at June 27, 2025. (See Note D.) All contributions are subject to limitations as set forth in the Internal Revenue Code.

Vesting. For Plan years beginning prior to July 1, 1995, participants’ accounts became vested after one or more years of service. For Plan years beginning on or after July 1, 1995, participants’ accounts become vested at the rate of 20% per year after two years of service until 100% vesting is achieved after six years of service. Pursuant to the Plan document, participants become fully vested upon reaching normal retirement age of 60, as defined, or upon death or permanent disability, all if while employed by the Company.

RSR EMPLOYEE STOCK OWNERSHIP PLAN NOTES TO FINANCIAL STATEMENTS

Allocation. The Plan is a defined contribution plan under which a separate individual account is established for each participant. The annual contribution will be allocated to participants' accounts in the proportion that each participant's covered compensation, as defined in the Plan description, for that year, bears to the covered compensation of all participants. At June 27, 2025 the fair value of forfeited nonvested accounts totaled \$1,374,954 and was reallocated within the Plan. Forfeited nonvested accounts with a fair value of \$1,138,456 were reallocated within the Plan at June 28, 2024. Forfeitures are allocated in the same manner as the Company's annual contributions. Earnings are allocated based on a participant's opening account balance in proportion to the total Plan opening account balance.

Payment of Benefits. Generally, distributions from the Plan will not be made until a participant retires, dies, becomes permanently disabled, or otherwise terminates employment with the Company. Distributions are made in cash. The Company's By-Laws restrict ownership in the Company's common stock to employees and certain employee benefit trusts. Plan participants entitled to a distribution have a put option which requires the Company to purchase, at current fair value, all shares included in the eligible distribution.

Vested benefit payments begin no later than one year following the end of the Plan year in which a participant ceases to participate in the Plan or meets the eligibility requirements for in-service distributions pursuant to the Plan's provisions for diversification, retirement or early retirement, as defined. Distribution of a participant's account will be made in a lump sum payment or in annual installments over a period of five or more years based on the Plan document and IRS rules regarding large and small balances. Plan participants who have attained age 55 and have completed ten years of service are eligible for diversification distributions. Over a period of six years, up to 50% of their account value may be distributed. Participants who are age 50 and older, and have completed 15 years of service, are eligible to diversify 15% of their account. Participants who have attained the age of 60 with 5 years of Plan participation are eligible for retirement and may elect to begin in-service distributions. Prior to July 1, 2023, participants who attained the age of 55 with 20 years of service were eligible for early retirement and could elect to begin in-service distributions. Effective July 1, 2023, the Plan was amended to allow for early retirement at age 55 after 15 years of service.

The Plan paid out \$27,516,747 in benefits to active and separated participants for their vested balances eligible for distribution during the Plan year ended June 27, 2025.

Put Option. Under federal income tax regulations, if Company stock that is held by the Plan and its participants is not readily tradable on an established market, as defined, it is subject to a put option. The put option allows the holder of the stock to demand that the Company purchase the stock at its fair market value. The put option is exercisable for a period of 60 days after the shares of stock are distributed to the participant or, if the put is not exercised within such 60-day period, it will be exercisable for an additional 60-day period in the next Plan year. The Company can satisfy the put option by issuing a note payable to the participant payable over a 5-year period and bearing a reasonable rate of interest.

RSR EMPLOYEE STOCK OWNERSHIP PLAN NOTES TO FINANCIAL STATEMENTS

Notes Receivable from Participants. Under the terms of the Plan, participant loans are prohibited.

Voting Rights. The trustee of the Plan holds the voting rights on all common stock held by the Plan. However, participants are entitled to direct the trustee of the Plan to vote those shares allocated to the participant's account on matters involving any corporate merger, sale of substantially all assets, or similar transactions.

Plan Year End. The Plan document specifies the Plan year-end as the annual fiscal period which is the 52-53 week period ending on the last Friday of June. The Plan's year-end matches the Company's year-end.

B. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of Accounting. The Plan's financial statements are prepared on an accrual basis in accordance with accounting principles generally accepted in the United States of America.

Cash. Cash is maintained in bank deposit accounts and, at times, balances may exceed federally insured limits. The Company has not experienced any losses related to these balances. The Plan does not believe it is exposed to any significant credit risk on cash.

Payments of Benefits

Benefits are recorded when paid.

Administrative Expenses. Administrative expenses of the Plan are paid by the Plan in accordance with the Plan document unless the Plan sponsor, the Company, elects to pay such expenses. The Company elected to pay all of the \$86,136 of administrative and audit expenses of the Plan for the year ended June 27, 2025, and these expenses are excluded from these financial statements.

Use of Estimates. The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the reported amounts of net assets available for Plan benefits and changes therein and disclosures of contingent assets and liabilities. Actual results could differ from those estimates.

Risks and Uncertainties. The Plan's investment in the Company's common stock is exposed to various risks, such as interest rate, credit, and overall market volatility. Due to the level of risk associated with the Company's common stock, it is reasonably possible that changes in the value of the Company's stock will occur in the near term and that such changes could materially affect participants' account balances and the amounts reported in the financial statements. The Plan by its nature as an employee stock ownership plan and the Plan document specify that the Plan invest primarily in Company stock.

Subsequent Events. The Plan has evaluated events and transactions occurring subsequent to

RSR EMPLOYEE STOCK OWNERSHIP PLAN NOTES TO FINANCIAL STATEMENTS

June 27, 2025, as of December 19, 2025, which is the date the financial statements were available to be issued. Subsequent events occurring after this date have not been evaluated by Management. No material events have occurred since June 27, 2025, that require recognition or disclosure in the financial statements.

Investment Valuation and Income Recognition. Investments are reported at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date.

Interest-bearing cash is valued at cost plus accrued interest.

The fair value of RSR Group, Inc. common stock is determined by an independent appraiser engaged by the Company in the absence of a readily determinable market value. The valuation process involves Plan management's selection of an independent appraiser who utilizes data compiled by management from the Company's financial statements, management's projections and other sources, as well as other industry and economic data to determine the fair value of the Company's common stock. The fair value is based on the income approach using the discounted projected pre-tax financial results, with an estimated capitalization factor and a discount for marketability. The appraiser considered historical and projected cash flow, net income, return on assets, return on equity, market comparables and other various inputs. Plan management has determined that a discount for lack of marketability is appropriate. For the Plan's investment in common shares of the Company, due to investment uncertainty of valuation, the estimated fair value of such shares may differ significantly from the values that would have been used had a ready market for the securities existed, and the difference could be material. The fair value determined by the independent appraiser was based on a per share value of \$239.38 at June 27, 2025. The prior year per share value was \$227.20.

The change in the fair value of investments is included in the statement of changes in net assets available for benefits as net unrealized appreciation in fair value of investments. Dividend income, if any, is accrued on the ex-dividend date. Purchases and sales of securities are recorded on a trade-date basis. Realized gains and losses from securities transactions are reported on the average cost basis.

Fair Value of Financial Instruments. The Plan applies the rules of Financial Accounting Standards Board ("FASB") Codification (Topic 820 *Fair Value Measurements*) which defines fair value, establishes a framework for measuring fair value and expands required disclosure about fair value measurements. The standard also establishes a fair value hierarchy which requires an entity to maximize the use of observable inputs and minimize the use of unobservable inputs when measuring fair value. The standard describes three levels of inputs that may be used to measure fair value:

**RSR EMPLOYEE STOCK OWNERSHIP PLAN
NOTES TO FINANCIAL STATEMENTS**

Level 1 – Quoted prices (unadjusted) for identical assets or liabilities in active markets that the entity has the ability to access as of the measurement date.

Level 2 – Significant other observable inputs other than Level 1 prices such as: quoted prices for similar assets or liabilities, quoted prices in markets that are not active, or other inputs that are observable or can be corroborated by observable market data.

Level 3 – Significant unobservable inputs that reflect a reporting entity’s own assumptions about the assumptions that market participants would use in pricing an asset or liability. Fair value estimates discussed herein are based upon certain market assumptions and pertinent information available to the Plan sponsor as of June 27, 2025.

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

The following tables set forth, by level within the fair value hierarchy, the Plan’s assets at fair value at June 27, 2025 and June 28, 2024:

June 27, 2025	Fair Value	Fair Value Measurements at Reporting Date Using:		
		Level 1	Level 2	Level 3
Interest-bearing cash	\$ 1,070,012	\$ 1,070,012	\$ -	\$ -
RSR Group, Inc. common stock	385,009,163	-	-	385,009,163
Investments, at fair value	<u>\$ 386,079,175</u>	<u>\$ 1,070,012</u>	<u>\$ -</u>	<u>\$385,009,163</u>

June 28, 2024	Fair Value	Fair Value Measurements at Reporting Date Using:		
		Level 1	Level 2	Level 3
Interest-bearing cash	\$ -	\$ -	\$ -	\$ -
RSR Group, Inc. common stock	389,982,492	-	-	389,982,492
Investments, at fair value	<u>\$ 389,982,492</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$389,982,492</u>

During the year ended June 27, 2025, the Plan sold 121,112 shares valued at \$27,516,747 to the Company and the Company recontributed 13,000 shares to the Plan valued at \$3,111,940.

**RSR EMPLOYEE STOCK OWNERSHIP PLAN
NOTES TO FINANCIAL STATEMENTS**

Level 3 Gains and Losses on
Common Stock of RSR Group, Inc.

	<u>June 27, 2025</u>
Balance, beginning of year	\$389,982,492
Unrealized gain	19,431,478
Shares contributed (purchased) by Plan Sponsor	3,111,940
Shares distributed (sold) to Plan Sponsor	<u>(27,516,747)</u>
Balance, end of year	<u>\$385,009,163</u>

C. INVESTMENTS

The Plan owns 100% of the outstanding stock of RSR Group, Inc.

The following table presents the number, cost and fair value of allocated and unallocated shares of the Company's common stock held by the Plan.

	<u>Allocated</u>	<u>Unallocated</u>	<u>Total</u>
<u>June 27, 2025</u>			
Company Common Shares	<u>1,089,761</u>	<u>518,600</u>	<u>1,608,361</u>
Cost	\$ <u>44,755,300</u>	\$ <u>41,138,600</u>	\$ <u>85,893,900</u>
Fair Value as determined by appraisal	<u>\$260,866,695</u>	<u>\$124,142,468</u>	<u>\$ 385,009,163</u>
<u>June 28, 2024</u>			
Company Common Shares	<u>1,178,473</u>	<u>538,000</u>	<u>1,716,473</u>
Cost	\$ <u>42,138,965</u>	\$ <u>42,538,000</u>	\$ <u>84,676,965</u>
Fair Value as determined by appraisal	<u>\$267,748,892</u>	<u>\$ 122,233,600</u>	<u>\$389,982,492</u>

D. LOANS PAYABLE

On June 29, 1995, the Plan borrowed \$8,000,000 from the Company's three major stockholders for the purpose of purchasing 1,600,000 shares of RSR Group, Inc. common stock from the three major stockholders.

On September 18, 1995, the notes payable to the three major stockholders, which in total had a principal balance of \$6,500,000, were refinanced. The note payable to the Company was

RSR EMPLOYEE STOCK OWNERSHIP PLAN NOTES TO FINANCIAL STATEMENTS

collateralized by 1,300,000 shares of the Company's common stock and required annual principal payments of \$725,000 commencing June 30, 1996, until the note was paid in full. The note bore interest at 7% per annum. The annual loan payments were made from proceeds received as contributions from the Company. This note was repaid in full during the Plan year ended June 30, 2003.

On February 7, 2002, the Plan borrowed \$1,370,000 from the Company for the purpose of purchasing 1,095,925 shares of the Company's common stock from a major stockholder. The promissory note was collateralized by 1,095,925 shares of the Company's common stock pursuant to a pledge agreement dated February 7, 2002. The promissory note required annual principal payments of \$137,000 beginning June 30, 2002, due on June 30, 2011, with an interest rate of 4% per annum. The annual loan payments were made from proceeds received as contributions from the Company. This note was repaid in full during the Plan year ended June 24, 2011.

On June 25, 2015, the Plan borrowed \$24,522,000 from the Company to purchase 402,000 shares of common stock previously held as treasury stock by the Company. The loan is evidenced by a promissory note and was collateralized by 402,000 shares of the Company's common stock pursuant to a pledge agreement. Both documents are dated as of the transaction date of June 25, 2015. The promissory note requires thirty annual principal and interest payments of \$1,143,028 beginning June 26, 2015, due on June 30, 2044, reflecting an interest rate of 2.5% per annum. The annual loan payments are being made from proceeds received as contributions from the Company.

On June 23, 2020, the Plan borrowed \$29,100,000 from the Company to purchase 300,000 shares of common stock previously held as treasury stock by the Company. The loan is evidenced by a promissory note and was collateralized by the 300,000 shares of the Company's common stock pursuant to a pledge agreement. Both documents are dated as of the transaction date of June 23, 2020. The promissory note requires fifty annual principal and interest payments of \$736,704 beginning June 23, 2020, due on June 30, 2069, reflecting an interest rate of 1.01% per annum. The annual loan payments are being made from proceeds received as contributions from the Company.

When the Plan is leveraged, at the end of each Plan year, shares of the Company's common stock are released for allocation based on the following ratio: principal and interest paid during the Plan year divided by the combined principal and interest for all payments for the loan. During the current Plan year, 19,400 shares were released leaving 518,600 unallocated shares held by the Plan as collateral as of June 27, 2025.

**RSR EMPLOYEE STOCK OWNERSHIP PLAN
NOTES TO FINANCIAL STATEMENTS**

Maturities. Aggregate maturities of long-term debt in each of the next five years and thereafter related to the June 25, 2015 and June 23, 2020 loans are as follows as of June 27, 2025:

2026	\$1,188,431
2027	\$1,211,087
2028	\$1,234,239
2029	\$1,257,898
2030	\$1,282,075
Thereafter	<u>\$37,013,746</u>
Total	<u>\$43,187,476</u>

E. AFFILIATE RECEIVABLE AND PAYABLE

The Company made advances to the Plan during the Plan years ended June 27, 2025 and June 28, 2024 for the purpose of paying vested plan benefits to participants who had terminated employment with the Company or had qualified for diversification and were entitled to distributions. The advances are repaid with shares of the Company's common stock held by the Plan. The shares may be re-contributed to the Plan. Any excess cash not used for distributions is then returned to the Company. During the year ended June 27, 2025, the Company advanced \$29,999,630 to the Plan. The Plan repaid the Company with cash and 108,112 shares of common stock. The Company elected to recontribute 13,000 shares to the Plan. At June 27, 2025 there was a balance of \$1,075,583 due to the Company. Of this amount, \$1,070,012 represents the funding of a pending distribution. At June 28, 2024, the Company owed \$37,263 to the Plan for outstanding participant distributions.

F. PLAN TERMINATION

The Company reserves the right at any time and at its sole discretion to discontinue contributions under the Plan and to terminate it. In the event the Plan is terminated or upon complete discontinuance of contributions under the Plan by the Company, the rights of each participant to his or her account on the date of such termination or discontinuance will become nonforfeitable providing the Plan has not been replaced by a comparable plan qualified under Section 401 (a) of the Internal Revenue Code. In the event of a partial termination, the accounts of all participants affected by the partial termination will become nonforfeitable. Upon such termination or discontinuance of the Plan, the interest of each participant in the trust fund will be distributed to such participant in accordance with the payment provisions of the Plan. These distributions may be implemented by the continuance of the trust, despite termination of the Plan. There is no present intention to discontinue contributions or terminate the Plan.

RSR EMPLOYEE STOCK OWNERSHIP PLAN NOTES TO FINANCIAL STATEMENTS

G. PARTIES IN INTEREST

The Plan invests almost entirely in common stock of the Company. The Plan also has indebtedness guaranteed by the Company. In prior Plan years, the Company sold shares to the Plan as disclosed in Note D above. These are related party and party-in-interest transactions. The Plan also has a number of service providers. Such providers are parties in interest under ERISA. As described in note B, the Company paid all plan expenses. One of the service providers is an independent appraiser, who valued the Company's common stock at \$239.38 per share at June 27, 2025.

H. TAX STATUS

The non-standardized, pre-approved ESOP Plan obtained an opinion letter on June 30, 2020, in which the Internal Revenue Service (IRS) stated that the Plan is qualified, under the Internal Revenue Code (IRC) sections 401 and 4975(e)(7) and, therefore, the related trust is exempt from taxation. Once qualified, the Plan is required to operate in conformity with the IRC to maintain its qualification. The Plan has been amended since receiving the ruling, however, the Plan administrator believes that the Plan is currently designed and being operated in compliance with the applicable requirements of the IRC, and therefore, believes that the Plan is qualified and the related trust is tax-exempt.

Accounting principles generally accepted in the United States of America require Plan management to evaluate tax positions taken by the Plan and recognize a tax liability if the Plan has taken an uncertain tax position that more likely than not would not be sustained upon examination by the IRS. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

RSR EMPLOYEE STOCK OWNERSHIP PLAN

Plan Sponsor: RSR GROUP, INC.
FEIN 59-2958389 Plan Number 002
FORM 5500, SCHEDULE H, PART IV, LINE 4i
SCHEDULE OF ASSETS (HELD AT YEAR END)
AS OF JUNE 27, 2025

<u>Identity of Issuer</u>	<u>Description of Investment, including par value</u>	<u>Cost</u>	<u>Current Value</u>
* RSR Group, Inc.	Common stock, 1,608,361 shares \$.10 par value	\$ 85,893,900	\$ 385,009,163
Truist Bank	Interest-bearing cash	<u>1,070,012</u>	<u>1,070,012</u>
		\$ <u>86,963,912</u>	\$ <u>386,079,175</u>
* Party-in-interest			

See accompanying notes to financial statements.

Form 5500 Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Annual Return/Report of Employee Benefit Plan This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code). ▶ Complete all entries in accordance with the instructions to the Form 5500.	OMB Nos. 1210-0110 1210-0089 <div style="font-size: 24pt; font-weight: bold; text-align: center;">2024</div> This Form is Open to Public Inspection
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Part I	Annual Report Identification Information
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For calendar plan year 2024 or fiscal plan year beginning 06/29/2024 and ending 06/27/2025

A This return/report is for: a multiemployer plan a multiple-employer plan (Filers checking this box must provide participating employer information in accordance with the form instructions.)

a single-employer plan a DFE (specify) _____

B This return/report is: the first return/report the final return/report

an amended return/report a short plan year return/report (less than 12 months)

C If the plan is a collectively-bargained plan, check here. ▶

D Check box if filing under: Form 5558 automatic extension the DFVC program

special extension (enter description)

E If this is a retroactively adopted plan permitted by SECURE Act section 201, check here. ▶

Part II	Basic Plan Information—enter all requested information
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1a Name of plan RSR EMPLOYEE STOCK OWNERSHIP PLAN	1b Three-digit plan number (PN) ▶ 002 1c Effective date of plan 07/01/1994
2a Plan sponsor's name (employer, if for a single-employer plan) Mailing address (include room, apt., suite no. and street, or P.O. Box) City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions) RSR GROUP, INC. 4405 METRIC DRIVE WINTER PARK FL 32792	2b Employer Identification Number (EIN) 59-2958389 2c Plan Sponsor's telephone number 407-677-6114 2d Business code (see instructions) 423910

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

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

SIGN HERE		12/31/2025	Jennifer George
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE			
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

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:	4b EIN
a Sponsor's name	4d PN
c Plan Name	
5 Total number of participants at the beginning of the plan year	5 514
6 Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines 6a(1) , 6a(2) , 6b , 6c , and 6d).	
a(1) Total number of active participants at the beginning of the plan year	6a(1) 366
a(2) Total number of active participants at the end of the plan year	6a(2) 378
b Retired or separated participants receiving benefits	6b 64
c Other retired or separated participants entitled to future benefits	6c 73
d Subtotal. Add lines 6a(2) , 6b , and 6c	6d 515
e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits	6e 3
f Total. Add lines 6d and 6e	6f 518
g(1) Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item)	6g(1) 513
g(2) Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)	6g(2) 515
h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested	6h 22
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:
 2I 2O 2Q 3I

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

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

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

a Pension Schedules

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

b General Schedules

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

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

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

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

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

11c Enter the Receipt Confirmation Code for the 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 _____

RSR EMPLOYEE STOCK OWNERSHIP PLAN

Plan Sponsor: RSR GROUP, INC.
FEIN 59-2958389 Plan Number 002
FORM 5500, SCHEDULE H, PART IV, LINE 4i
SCHEDULE OF ASSETS (HELD AT YEAR END)
AS OF JUNE 27, 2025

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		\$ <u>86,963,912</u>	\$ <u>386,079,175</u>
* Party-in-interest			

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