

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 2025 This Form is Open to Public Inspection
--	---	---

Part I	Annual Report Identification Information
For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025	
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
1a	Name of plan MARY KAY INC. PROFIT SHARING AND 401(K) PLAN
1b	Three-digit plan number (PN) ▶ 001
1c	Effective date of plan 12/03/1965
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) MARY KAY INC. 16251 DALLAS PARKWAY ADDISON, TX 75001
2b	Employer Identification Number (EIN) 75-1151701
2c	Plan Sponsor's telephone number 972-687-6300
2d	Business code (see instructions) 325900

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	Filed with authorized/valid electronic signature.	08/05/2026	PATRICK CARGO
	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 ☒ 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 2133
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) 1459 6a(2) 1349 6b 33 6c 584 6d 1966 6e 9 6f 1975 6g(1) 2111 6g(2) 1957 6h 26
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 Characteristic Codes in the instructions:

2E 2H 2J 2K 2S 2T 3H

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

9a Plan funding arrangement (check all that apply) (1) ☒ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor	9b Plan benefit arrangement (check all that apply) (1) ☒ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor
--	--

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

a Pension Schedules

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

b General Schedules

- (1)** ☒ **H** (Financial Information)
- (2)** ☐ **I** (Financial Information – Small Plan)
- (3)** ☒ **A** (Insurance Information) – Number Attached 2
- (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 2025 Form M-1 annual report. If the plan was not required to file the 2025 Form M-1 annual report, enter the Receipt Confirmation Code for the most recent Form M-1 that was required to be filed under the Form M-1 filing requirements. (Failure to enter a valid Receipt Confirmation Code will subject the Form 5500 filing to rejection as incomplete.)

Receipt Confirmation Code _____

SCHEDULE A (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Insurance Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ File as an attachment to Form 5500. ▶ Insurance companies are required to provide the information pursuant to ERISA section 103(a)(2).	OMB No. 1210-0110 2025 This Form is Open to Public Inspection
---	--	--

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025		
A Name of plan MARY KAY INC. PROFIT SHARING AND 401(K) PLAN	B Three-digit plan number (PN) ▶	001
C Plan sponsor's name as shown on line 2a of Form 5500 MARY KAY INC.	D Employer Identification Number (EIN) 75-1151701	

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
NEW YORK 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
13-5582869	66915	GA31564	309	01/01/2025	12/31/2025

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

3 Persons receiving commissions and fees. (Complete as many entries as needed to report all persons).

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Part II Investment and Annuity Contract Information

Where individual contracts are provided, the entire group of such individual contracts with each carrier may be treated as a unit for purposes of this report.

4 Current value of plan's interest under this contract in the general account at year end	4	
5 Current value of plan's interest under this contract in separate accounts at year end	5	17006687

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) ☐ individual policies (2) ☐ group deferred annuity
(3) ☐ other (specify) ▶

f If contract purchased, in whole or in part, to distribute benefits from a terminating plan, check here ☐**7** Contracts With Unallocated Funds (Do not include portions of these contracts maintained in separate accounts)

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

b Balance at the end of the previous year	7b	0
--	-----------	---

c Additions: (1) Contributions deposited during the year	7c(1)		
	7c(2)		
	7c(3)		
	7c(4)		
	7c(5)		

▶

(6) Total additions	7c(6)	0
---------------------------	--------------	---

d Total of balance and additions (add lines 7b and 7c(6))	7d	0
---	-----------	---

e Deductions:

(1) Disbursed from fund to pay benefits or purchase annuities during year	7e(1)		
	7e(2)		
	7e(3)		
	7e(4)		

▶

(5) Total deductions	7e(5)	0
----------------------------	--------------	---

f Balance at the end of the current year (subtract line 7e(5) from line 7d)	7f	0
---	-----------	---

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 ☐ paid in cash, or ☐ 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 A (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Insurance Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ File as an attachment to Form 5500. ▶ Insurance companies are required to provide the information pursuant to ERISA section 103(a)(2).	OMB No. 1210-0110 2025 This Form is Open to Public Inspection
---	--	--

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025		
A Name of plan MARY KAY INC. PROFIT SHARING AND 401(K) PLAN	B Three-digit plan number (PN) ▶	001
C Plan sponsor's name as shown on line 2a of Form 5500 MARY KAY INC.	D Employer Identification Number (EIN) 75-1151701	

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
EMPOWER ANNUITY 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
06-1050034	93629	150161-01	398	01/01/2025	12/31/2025

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

3 Persons receiving commissions and fees. (Complete as many entries as needed to report all persons).

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Part II Investment and Annuity Contract Information

Where individual contracts are provided, the entire group of such individual contracts with each carrier may be treated as a unit for purposes of this report.

4 Current value of plan's interest under this contract in the general account at year end	4	
5 Current value of plan's interest under this contract in separate accounts at year end	5	42526466

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) ☐ individual policies (2) ☐ group deferred annuity
(3) ☐ other (specify) ▶

f If contract purchased, in whole or in part, to distribute benefits from a terminating plan, check here ☐**7** Contracts With Unallocated Funds (Do not include portions of these contracts maintained in separate accounts)

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

b Balance at the end of the previous year	7b	0
--	-----------	---

c Additions: (1) Contributions deposited during the year	7c(1)		
	7c(2)		
	7c(3)		
	7c(4)		
	7c(5)		

▶

(6) Total additions	7c(6)	0
---------------------------	--------------	---

d Total of balance and additions (add lines 7b and 7c(6))	7d	0
---	-----------	---

e Deductions:

(1) Disbursed from fund to pay benefits or purchase annuities during year	7e(1)		
	7e(2)		
	7e(3)		
	7e(4)		

▶

(5) Total deductions	7e(5)	0
----------------------------	--------------	---

f Balance at the end of the current year (subtract line 7e(5) from line 7d)	7f	0
---	-----------	---

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 ☐ paid in cash, or ☐ 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) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	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.	OMB No. 1210-0110
		2025
		This Form is Open to Public Inspection.
For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025		
A Name of plan MARY KAY INC. PROFIT SHARING AND 401(K) PLAN		B Three-digit plan number (PN) ▶ 001
C Plan sponsor's name as shown on line 2a of Form 5500 MARY KAY INC.		D Employer Identification Number (EIN) 75-1151701

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

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

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

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

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

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

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

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

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

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

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

LAZARD ASSET MANAGEMENT

13-5545100

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
27 50	INVESTMENT MANAGER	224425	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

EMPOWER RETIREMENT

8515 EAST ORACHARD 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?
15	RECORDKEEPER	178509	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

LOOMIS, SAYLES & COMPANY, L.P.

PO BOX 7247-6804
PHILADELPHIA, PA 19170-6804

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
27 50	INVESTMENT MANAGER	135846	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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)

SAGE ADVISORY

74-2798841

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
27 50	INVESTMENT MANAGER	113773	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

FRONTIER CAPITAL MANAGEMENT

04-3492668

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
27 50	INVESTMENT MANAGER	96047	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

MORGAN STANLEY

12-2919773

(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?
16	CONSULTANT	75000	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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)

WHITLEY PENN LLP

75-2393478

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
10	AUDITOR	42438	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

EMPOWER PLAN SERVICES, LLC

84-0467907

(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?
15 37 50 64	PLAN ADMINISTRATOR	22793	Yes ☒ No ☐	Yes ☒ No ☐	0	Yes ☒ No ☐

(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 ☐ No ☐	Yes ☐ No ☐		Yes ☐ No ☐

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
EMPOWER PLAN SERVICES, LLC	63	0
(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.
AMERICAN FUNDS EUROPACIFIC GR R4 P.O. BOX 6007 INDIANAPOLIS, IL 46206		12B-1 FEE @ 0.25%
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
EMPOWER PLAN SERVICES, LLC	63	0
(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.
AMERICAN FUNDS WASHINGTON MUTUAL-A P.O. BOX 6040 INDIANAPOLIS, IN 46206		12B-1 FEE @ 0.25%
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation		(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.

Part II Service Providers Who Fail or Refuse to Provide Information

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

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

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

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) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration	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.	OMB No. 1210-0110 2025 This Form is Open to Public Inspection.
For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025		
A Name of plan MARY KAY INC. PROFIT SHARING AND 401(K) PLAN		B Three-digit plan number (PN) ▶ 001
C Plan or DFE sponsor's name as shown on line 2a of Form 5500 MARY KAY INC.		D Employer Identification Number (EIN) 75-1151701
Part I Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs) (Complete as many entries as needed to report all interests in DFEs)		
a Name of MTIA, CCT, PSA, or 103-12 IE: MELLON STABLE VALUE FUND		
b Name of sponsor of entity listed in (a): MELLON BANK		
c EIN-PN 11-3152987-000	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 2091250
a Name of MTIA, CCT, PSA, or 103-12 IE: NEW YORK LIFE ANCHOR FD PSA 25		
b Name of sponsor of entity listed in (a): NEW YORK LIFE INSURANCE CO		
c EIN-PN 13-5582869-125	d Entity code P	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 17006687
a Name of MTIA, CCT, PSA, or 103-12 IE: CIF II INTERNATIONAL QUALITY GROWTH		
b Name of sponsor of entity listed in (a): WELLINGTON TRUST COMPANY		
c EIN-PN 04-6913417-153	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 24764080
a Name of MTIA, CCT, PSA, or 103-12 IE: INTERCONTINENTAL ENHANCED CORE U.S.		
b Name of sponsor of entity listed in (a): GLOBAL TRUST COMPANY		
c EIN-PN 35-7161136-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 9695839
a Name of MTIA, CCT, PSA, or 103-12 IE: BGO DAILY VALUE FUND		
b Name of sponsor of entity listed in (a): NEWTOWER TRUST COMPANY		
c EIN-PN 83-6177544-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 9588777
a Name of MTIA, CCT, PSA, or 103-12 IE: LORD ABBETT SMALLCAP GR EQ TRUST II		
b Name of sponsor of entity listed in (a): GREAT GRAY TRUST COMPANY, LLC		
c EIN-PN 38-4139856-634	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 12058282
a Name of MTIA, CCT, PSA, or 103-12 IE: TCW MULTIPLE INVESTMENT TRUST		
b Name of sponsor of entity listed in (a): SEI TRUST COMPANY		
c EIN-PN 26-3015340-030	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 24335513
For Paperwork Reduction Act Notice, see the Instructions for Form 5500.		
Schedule D (Form 5500) 2025 v. 250312		

a Name of MTIA, CCT, PSA, or 103-12 IE: WEDGE SMID CAP VALUE CIT		
b Name of sponsor of entity listed in (a): COMERICA BANK & TRUST, NATIONAL ASSOCIATION		
c EIN-PN 82-6571037-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 24429430

a Name of MTIA, CCT, PSA, or 103-12 IE: LARGE CAP GROWTH / JPMORGAN		
b Name of sponsor of entity listed in (a): EMPOWER ANNUITY INSURANCE COMPANY		
c EIN-PN 06-1050034-141	d Entity code P	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 42526466

a Name of MTIA, CCT, PSA, or 103-12 IE: COOKE&BIELER MASTER COL INVST TRUST		
b Name of sponsor of entity listed in (a): SEI TRUST COMPANY		
c EIN-PN 93-4405470-177	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 49654026

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

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

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

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

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

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

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

Part II Information on Participating Plans (to be completed by DFEs, other than DCGs)

(Complete as many entries as needed to report all participating plans. DCGs must report each participating plan using Schedule DCG.)

a Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN

SCHEDULE H (Form 5500) Department of the Treasury Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	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
		2025
		This Form is Open to Public Inspection

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025		
A Name of plan MARY KAY INC. PROFIT SHARING AND 401(K) PLAN	B Three-digit plan number (PN) ▶	001
C Plan sponsor's name as shown on line 2a of Form 5500 MARY KAY INC.	D Employer Identification Number (EIN) 75-1151701	

Part I	Asset and Liability Statement
--------	-------------------------------

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.

Assets		(a) Beginning of Year	(b) End of Year
a Total noninterest-bearing cash	1a	0	0
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)	7850667	7079400
(2) Participant contributions	1b(2)		
(3) Other	1b(3)	3879945	1712514
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)	14219489	23460019
(2) U.S. Government securities	1c(2)	71431808	50876049
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)	21251539	21770287
(B) All other	1c(3)(B)	60007294	60869259
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)		
(B) Common	1c(4)(B)	35850642	34087881
(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)	6160928	5570567
(9) Value of interest in common/collective trusts	1c(9)	166398153	156252192
(10) Value of interest in pooled separate accounts	1c(10)	68950081	59533153
(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)	336676258	337170332
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)	0	0
(15) Other	1c(15)	0	0

1d Employer-related investments:		(a) Beginning of Year	(b) End of Year
(1) Employer securities	1d(1)		
(2) Employer real property	1d(2)		
1e Buildings and other property used in plan operation	1e		
1f Total assets (add all amounts in lines 1a through 1e)	1f	792676804	758381653

Liabilities

1g Benefit claims payable	1g		
1h Operating payables	1h	295406	251340
1i Acquisition indebtedness	1i		
1j Other liabilities	1j	2435466	371290
1k Total liabilities (add all amounts in lines 1g through 1j)	1k	2730872	622630

Net Assets

1l Net assets (subtract line 1k from line 1f)	1l	789945932	757759023
--	-----------	-----------	-----------

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)	7079400	
(B) Participants	2a(1)(B)	12751265	
(C) Others (including rollovers)	2a(1)(C)	774992	
(2) Noncash contributions	2a(2)		
(3) Total contributions. Add lines 2a(1)(A) , (B) , (C) , and line 2a(2)	2a(3)		20605657
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)	731092	
(B) U.S. Government securities	2b(1)(B)	2211449	
(C) Corporate debt instruments	2b(1)(C)	3829693	
(D) Loans (other than to participants)	2b(1)(D)		
(E) Participant loans	2b(1)(E)	475096	
(F) Other	2b(1)(F)		
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		7247330
(2) Dividends: (A) Preferred stock	2b(2)(A)		
(B) Common stock	2b(2)(B)	602893	
(C) Registered investment company shares (e.g. mutual funds)	2b(2)(C)	14612563	
(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)		15215456
(3) Rents	2b(3)		
(4) Net gain (loss) on sale of assets: (A) Aggregate proceeds	2b(4)(A)	1655936	
(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)		1655936
(5) Unrealized appreciation (depreciation) of assets: (A) Real estate	2b(5)(A)	5762937	
(B) Other	2b(5)(B)		
(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B)	2b(5)(C)		5762937

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts	2b(6)		20379617
(7) Net investment gain (loss) from pooled separate accounts	2b(7)		6438709
(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)		39090890
c Other income	2c		109087
d Total income. Add all income amounts in column (b) and enter total	2d		116505619

Expenses

e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	147526057	
(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)		147526057
f Corrective distributions (see instructions)	2f		197077
g Certain deemed distributions of participant loans (see instructions)	2g		
h Interest expense	2h		
i Administrative expenses:			
(1) Salaries and allowances	2i(1)		
(2) Contract administrator fees	2i(2)	112966	
(3) Recordkeeping fees	2i(3)	200366	
(4) IQPA audit fees	2i(4)	42348	
(5) Investment advisory and investment management fees	2i(5)	539751	
(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)	73963	
(12) Total administrative expenses. Add lines 2i(1) through (11)	2i(12)		969394
j Total expenses. Add all expense amounts in column (b) and enter total	2j		148692528

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d	2k		-32186909
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: **WHITLEY PENN LLP**

(2) EIN: **75-2393478**

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.)		☒	
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.)		☒	
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.)		☒	
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.)		☒	
e Was this plan covered by a fidelity bond?	☒		10000000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?		☒	
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?		☒	
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?		☒	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	☒		
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.)	☒		
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?		☒	
l Has the plan failed to provide any benefit when due under the plan?		☒	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)		☒	
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) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	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.	OMB No. 1210-0110 2025 This Form is Open to Public Inspection.
For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025		
A Name of plan MARY KAY INC. PROFIT SHARING AND 401(K) PLAN		B Three-digit plan number (PN) ▶ 001
C Plan sponsor's name as shown on line 2a of Form 5500 MARY KAY INC.		D Employer Identification Number (EIN) 75-1151701
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): 84-1544663		
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		
For Paperwork Reduction Act Notice, see the Instructions for Form 5500.		
Schedule R (Form 5500) 2025 v. 250312		

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: ☐ last contributing employer ☐ alternative ☐ reasonable approximation (see instructions for required attachment).....

14a

b The plan year immediately preceding the current plan year. ☐ 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. ☐ 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 ____/____/____ (MM/DD/YYYY) and the Opinion Letter serial number_____.

**MARY KAY INC. PROFIT SHARING
AND 401(k) PLAN**

**FINANCIAL STATEMENTS
AND SUPPLEMENTAL SCHEDULES**

**Years Ended December 31, 2025 and 2024
with Report of Independent Auditors**

**MARY KAY INC. PROFIT SHARING
AND 401(k) PLAN**

**FINANCIAL STATEMENTS
AND SUPPLEMENTAL SCHEDULES**

Years Ended December 31, 2025 and 2024

Table of Contents

Report of Independent Auditors	1
Financial Statements:	
Statements of Net Assets Available for Benefits	5
Statements of Changes in Net Assets Available for Benefits	6
Notes to Financial Statements	7
Supplemental Schedules:	
Form 5500, Schedule H, Line 4i – Schedule of Assets (Held at End of Year).....	22
Form 5500, Schedule H, Line 4j – Schedule of Reportable Transactions	36

REPORT OF INDEPENDENT AUDITORS

To the Profit Sharing and 401(k) Plan Committee of
Mary Kay Inc.

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

We have performed audits of the financial statements of Mary Kay Inc. Profit Sharing and 401(k) Plan (the “Plan”), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (“ERISA”), as permitted by ERISA Section 103(a)(3)(C) (ERISA Section 103(a)(3)(C) audit). The financial statements comprise the statements of net assets available for benefits as of December 31, 2025 and 2024, and the related statements of changes in net assets available for benefits for the years then ended, and the related notes to the financial statements.

Management, having determined it is permissible in the circumstances, has elected to have the audits of the Plan’s financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor’s Rules and Regulations for Reporting and Disclosure under ERISA. As permitted by ERISA Section 103(a)(3)(C), our audit 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 and for the years ended December 31, 2025 and 2024, stating that the certified investment information, as described in Note E 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 accompanying financial statements, other than those agreed to or derived from the certified investment information, are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America.
- the information in the accompanying financial statements related to assets held and certified by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America (“GAAS”). Our responsibilities under those standards are further described in the 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 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 the Plan’s ability to continue as a going concern for one year after the date that the financial statements are 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 GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS, we:

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

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

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

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

Other Matter - Supplemental Schedules Required by ERISA

The supplemental schedules of Form 5500, Schedule H, Line 4i – Schedule of Assets (Held at End of Year) and Form 5500, Schedule H, Line 4j – Schedule of Reportable Transactions as of or for the year ended December 31, 2025, are presented for the purpose of additional analysis and are not a required part of the financial statements but are 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 schedules, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS. For information included in the supplemental schedules that agreed to or was derived from the certified investment information, we compared such information to the related certified investment information.

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

In our opinion:

- the form and content of the supplemental schedules, other than the information in the supplemental schedules that agreed to or is derived from the certified investment information, are presented, in all material respects, in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.
- the information in the supplemental schedules related to assets held and certified 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).

Whitley Penn LLP

Dallas, Texas
August 4, 2026

MARY KAY INC. PROFIT SHARING AND 401(k) PLAN
STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS

	December 31,	
	2025	2024
Assets		
Investments, at fair value	\$ 744,019,172	\$ 774,785,265
Receivables:		
Employer	7,079,400	7,850,667
Notes receivable from participants	6,022,739	6,520,194
Interest and dividends receivable	1,408,669	2,306,950
Due from broker for securities sold	303,845	1,572,994
Total receivables	<u>14,814,653</u>	<u>18,250,805</u>
Total assets	758,833,825	793,036,070
Liabilities		
Due to broker for securities purchased	371,290	2,435,466
Accrued expenses	251,340	295,406
Total liabilities	<u>622,630</u>	<u>2,730,872</u>
Net assets available for benefits	<u><u>\$ 758,211,195</u></u>	<u><u>\$ 790,305,198</u></u>

See accompanying notes to financial statements.

MARY KAY INC. PROFIT SHARING AND 401(k) PLAN

STATEMENTS OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS

	Year Ended December 31, 2025	2024
Additions to Net Assets		
Investment income:		
Net realized and unrealized gains on investments	\$ 73,293,016	\$ 74,139,180
Interest and dividends	22,692,518	22,912,005
Total investment income	95,985,534	97,051,185
Less investment expenses	539,751	810,411
Net investment income	95,445,783	96,240,774
Other income (expense)	(692,458)	376,463
Interest income from notes receivable from participants	493,081	482,972
Contributions:		
Participant	12,751,265	14,044,963
Rollover	774,992	1,168,374
Employer	7,079,400	7,850,667
Total contributions	20,605,657	23,064,004
Total additions to net assets	115,852,063	120,164,213
Deductions from Net Assets		
Benefits paid to participants	147,526,057	95,053,112
Administrative expenses	420,009	495,021
Total deductions from net assets	147,946,066	95,548,133
Net increase (decrease) in net assets available for benefits	(32,094,003)	24,616,080
Net assets available for benefits at beginning of year	790,305,198	765,689,118
Net assets available for benefits at end of year	<u>\$ 758,211,195</u>	<u>\$ 790,305,198</u>

See accompanying notes to financial statements.

MARY KAY INC. PROFIT SHARING AND 401(k) PLAN

NOTES TO FINANCIAL STATEMENTS

December 31, 2025 and 2024

A. Description of the Plan

General

The following brief description of the Mary Kay Inc. Profit Sharing and 401(k) Plan (the “Plan”) is provided for general information purposes only. The Plan is sponsored by Mary Kay Inc. (the “Company” or “Plan Sponsor”). The Plan is administered by the Profit Sharing and 401(k) Plan Committee (the “Committee”), which is appointed by the Board of Directors of the Company. Participants should refer to the Plan document for more complete information. The Company’s corporate offices are located in Addison, Texas.

The Plan was most recently amended and restated effective January 1, 2017 and is a defined contribution plan available to substantially all employees of the Company who have attained age 18. The Plan consists of two components: (i) a 401(k) option, in which eligible participants can make contributions and (ii) profit sharing, in which the Company makes contributions ranging from five to fifteen percent of the participants eligible earnings, depending on the Company’s profits each year. All eligible employees of the Company may participate in the 401(k) option upon hire date. Employees must complete six months of service and be actively employed at year end to be eligible for profit-sharing contributions. Additionally, participants who retire or terminate during employment due to disability or death during the plan year are also eligible.

Eligible employees are automatically enrolled at a deferral rate of 3%, unless the employee declines participation or otherwise elects a different deferral rate within the first thirty days of employment. If, as of January 31 of a Plan year, a participant has had in effect a default deferral election for six months or more, the participant’s deferral percentage will automatically escalate by 1%, up to a maximum 10%, effective as of February 1, of that year, unless the participant declines participation or otherwise elects a different deferral rate.

Participants that are employed and have reached 59 ½, may withdraw all or any portion of the participant’s vested account balance at any time, but no more frequently than once during the Plan year. Terminated employees can also request a partial withdrawal or installment payment.

The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (“ERISA”).

MARY KAY INC. PROFIT SHARING AND 401(k) PLAN

NOTES TO FINANCIAL STATEMENTS (*continued*)

A. Description of the Plan – continued

Contributions

Participants may contribute up to 30% of pre-tax annual compensation, as defined by the Plan. Contributions are subject to limitations on annual additions and other limitations imposed by the Internal Revenue Code (the “Code”) as defined in the Plan document. Eligible participants may make a rollover contribution to the Plan.

Participants who are eligible to make salary deferral contributions under the Plan and who have attained age 50 before the close of the year may make catch-up contributions in accordance with, and subject to, the limitations imposed by the Code.

The Company makes profit-sharing contributions at the discretion of the Board of Directors which are maintained in nonparticipant directed funds. In 2025 and 2024 the profit-sharing contribution was 5% of participants’ eligible earnings. The maximum aggregate contribution to the Plan is limited to the Company’s allowable deduction for federal income tax purposes.

In addition to the profit-sharing contribution, the Company may elect to make matching contributions of \$100 to certain participants who contributed a minimum of 1% of their eligible earnings during the Plan year. In 2025 and 2024, the Company contributed in the aggregate \$108,900 and \$117,600, respectively, to the accounts of such contributing participants. These contributions are allocated to each participant’s account based on investment elections.

Participant Accounts

A separate account is maintained for each participant. Each fund in the participant’s accounts is stated in units and dollars. The participants’ account balances are increased by the Company’s profit-sharing contributions, participant 401(k) contributions, the Company’s matching of any participant contributions, and the allocation of Plan forfeitures. The Company’s profit-sharing contribution and allocated forfeitures are at the discretion of the Company and allocated based on the participant’s eligible earnings as a percentage of total eligible earnings of all participants. Participants’ account balances are increased or decreased by the change in unit value of each fund.

For 2025 and 2024, the annual contribution and other additions to a participant’s account may not exceed the lesser of 100% of the participant’s compensation or \$70,000 and \$69,000, respectively.

MARY KAY INC. PROFIT SHARING AND 401(k) PLAN

NOTES TO FINANCIAL STATEMENTS *(continued)*

A. Description of the Plan – continued

Vesting

Participants are immediately vested in their voluntary contributions and matching contributions plus actual earnings thereon. Vesting in the profit-sharing portion of accounts, plus actual earnings thereon is as follows:

<u>Years of Service</u>	<u>Vested Percentage</u>
Less than 1 year	0%
1 year	20%
2 years	40%
3 years	60%
4 years	80%
5 years	100%

In the event of disability, retirement, or death, the participant will become fully vested.

Notes Receivable from Participants

Participants may borrow from their 401(k) fund accounts a minimum of \$1,000 up to a maximum amount equal to the lesser of \$50,000 or 50% of their account balance. Loan terms range up to five years. The loans are secured by the balance in the participant's account and bear interest at a rate of prime plus 1%. As of December 31, 2025 and 2024, outstanding loans have an interest rate range of 4.25% to 9.50%. Principal and interest are paid ratably through payroll deductions.

Benefit Payments

Participants withdrawing during the year for reasons of service or disability, retirement, death, or termination are entitled to their vested account balances. A participant may also elect to withdraw all or a portion of their vested account balance while employed after reaching age 59 ½. Benefits are distributed in the form of rollovers, lump sum payments, partial payments, or annuities. If withdrawing participants are not entitled to their entire account balances, the unvested amounts are forfeited.

Forfeitures

Unallocated forfeited accounts totaled \$1,229,113 and \$1,557,182 at December 31, 2025 and 2024, respectively, which were available to offset the current year employer contributions. These accounts are first used to restore previously forfeited amounts by eligible employees upon rehire and reinstatement to the Plan in accordance with Plan provisions. The remaining forfeited amounts are allocated to eligible participants in the same manner as employer contributions each year, at the discretion of the Plan Sponsor. At the discretion of the Plan Sponsor, forfeitures may be used to offset current year employer contributions. In 2025 and 2024, \$599,259 and \$488,034, respectively, were used to offset employer contributions.

MARY KAY INC. PROFIT SHARING AND 401(k) PLAN

NOTES TO FINANCIAL STATEMENTS *(continued)*

A. Description of the Plan – continued

Investment Options

The investments of the Plan are held in a trust, in which Empower Trust Company, LLC and Empower Annuity Insurance Company of America are the Plan's Custodians. Upon enrollment in the Plan, a participant may direct their salary deferrals in 1% increments into any of the Plan's investment options. Profit-sharing funds are invested in separately managed accounts.

Asset Transfers to/from the Stable Value Fund

The Plan allows participants over the age of 55 the option of investing a percentage of their profit-sharing account balances in the Stable Value Fund. Participants wishing to transfer their profit-sharing account balances into or out of the Stable Value Fund must communicate their election annually during a specific period. Through June 29, 2012, Stable Value Fund elections were invested in the Mellon Stable Value Fund. Effective after market close June 29, 2012, the Mellon Stable Value Fund was closed to new investments, and future Stable Value Fund elections are invested in the New York Life Insurance Company Anchor Account III Stable Value Fund and Vanguard Target Retirement Income Fund. Stable Value Fund elections are accounted for as inter-fund transfers. All participants are eligible to direct 401(k) contributions into and out of the New York Life Anchor Account and the Vanguard Target Retirement Income Fund at their discretion throughout the year.

B. Summary of Significant Accounting Policies

Basis of Accounting

The financial statements of the Plan are presented on the accrual basis of accounting in accordance with accounting principles generally accepted in the United States of America ("GAAP").

Use of Estimates

The preparation of the financial statements in conformity with GAAP requires the Plan administrator to make estimates and assumptions that affect certain reported amounts and disclosures. Accordingly, actual results may differ from these estimates.

Contributions

Contributions from the Company and participants are accrued as they become obligations of the Company, as determined by the Plan's administrator, and in the period in which they are deducted, in accordance with salary deferral agreements.

MARY KAY INC. PROFIT SHARING AND 401(k) PLAN

NOTES TO FINANCIAL STATEMENTS (*continued*)

B. Summary of Significant Accounting Policies – continued

Plan Expenses

Administrative expenses and investment fees can be paid by either the Company or paid from the Plan assets by the Trustee. Additionally, routine legal expenses and other internal costs of administration are paid on behalf of the Plan by the Company and are not reflected in the accompanying financial statements.

Investment Valuation and Income

The investments of the Plan are stated at fair value as of the end of the year and are subject to market or credit risks customarily associated with equity investments. Fair value measurements are determined in accordance with GAAP, which defines fair value, establishes a framework for measuring fair value, and expands disclosures about assets and liabilities measured at fair value. See Note C for information related to the Plan's valuation methodologies.

Investment gains and losses are accounted for using the average cost basis of the securities sold. The net realized and unrealized gains and losses on investments include realized gains and losses on sales of investments during the year and unrealized increases or decreases in the market value of investments held at year end. Interest income is recorded on the accrual basis. Dividends are recorded on the ex-dividend date.

Notes Receivable from Participants

Notes receivable from participants are recorded at the unpaid principal balance plus accrued but unpaid interest. Interest income is recorded on the accrual basis. Related fees are recorded as administrative expenses and are expensed when they are incurred

Payment of Benefits

Benefits are recorded when paid.

Risks and Uncertainties

The Plan's investments are exposed to various risks, such as interest rate, market, and credit risks. Market risks include global events which could impact the value of investment securities, such as a pandemic or international conflict. Due to the level of risk associated with investments in mutual funds, stocks, corporate and government bonds, short-term investments, common/collective trusts, and pooled separate accounts, it is at least reasonably possible that changes in the values of such investments will continue to occur in the near term and that such changes could materially affect participants' account balances and the amounts reported in the statements of net assets available for benefits and the statements of changes in net assets available for benefits.

MARY KAY INC. PROFIT SHARING AND 401(k) PLAN

NOTES TO FINANCIAL STATEMENTS (*continued*)

C. Fair Value Measurements

GAAP defines fair value as 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 and establishes a three-tier hierarchy that is used to identify assets and liabilities measured at fair value. The hierarchy focuses on the inputs used to measure fair value and requires that the lowest level input be used. The three levels defined are as follows:

- Level 1 — Observable inputs that are based upon quoted market prices for identical assets or liabilities within active markets.
- Level 2 — Observable inputs other than Level 1 that are based upon quoted market prices for similar assets or liabilities, based upon quoted prices within inactive markets, or inputs other than quoted market prices that are observable through market data for substantially the full term of the asset or liability.
- Level 3 — Inputs that are unobservable for the particular asset or liability due to little or no market activity and are significant to the fair value of the asset or liability. These inputs reflect assumptions that market participants would use when valuing the particular asset or liability.

GAAP requires that management describe the methodologies used to measure the fair value of assets and liabilities. The methodologies used to measure the fair value of the Plan's investments are as follows:

- *Corporate Stocks:* Valued based on the quoted market prices and are classified within Level 1 of the valuation hierarchy.
- *Registered Investment Companies:* Valued at net asset value ("NAV") representing the value at which shares of the fund may be purchased or redeemed and are classified within Level 1 of the valuation hierarchy. There are no significant restrictions on redeeming these investments at NAV.
- *U.S. Government Securities and Corporate Debt Instruments:* Fair values are obtained primarily from pricing services engaged by the Custodian, and the Plan receives one price for each security. The fair values provided by the pricing service are estimated by using either a price or spread basis, where the inputs to those models are based on observable market inputs. For the price basis, evaluators attempt to match each issue to its best-known market maker and contact firms that deal with the respective securities. Evaluators maintain quality by surveying the dealer community, obtaining relevant trade data, benchmark quotes, and spreads, and incorporating this information into the evaluation process. For the spread basis, a bullet (noncall) spread scale is created for the relevant maturities of each issuer. These spreads represent credit risk and are based on the new issue market, secondary trading, and dealer quotes. U.S. Government securities and corporate debt instruments are classified within Level 2 of the valuation hierarchy.

MARY KAY INC. PROFIT SHARING AND 401(k) PLAN

NOTES TO FINANCIAL STATEMENTS (*continued*)

C. Fair Value Measurements – continued

- *Other Investments:* Include high grade U.S. municipal bonds. The fair values of these securities are obtained from pricing services engaged by the Custodian and are determined by pricing systems. The securities were evaluated using terms and conditions from a municipal descriptive database. Evaluators apply this information to bond sectors and individual bond evaluations are then extrapolated. Market inputs used in the evaluation process include all or some of the following: current trades, trading spreads, bid-wanted lists, offerings, quotes for active issues, along with general information on market movement, direction, trends, and specific data on specialty issues. Other investments are classified within Level 2 of the valuation hierarchy.
- *Pooled Separate Accounts:* The Plan invests in two pooled separate accounts with the objective of preserving principal and generating a stable rate of return.

The New York Life Anchor Account III Stable Value Fund invests in a diversified portfolio of corporate bonds, commercial mortgage-backed securities, mortgage backed securities, asset-backed securities, collateralized mortgage obligations, U.S. Treasuries, guaranteed investment contracts, and cash. The fair value of the New York Life Anchor Account III Stable Value Fund is determined by the fair value of the fund's investment in externally managed stable value commingled investment funds provided to the fund by external managers of these funds. The pooled separate account is classified within Level 2 of the valuation hierarchy.

The Large Cap Growth JPMorgan Investment Management Fund invests in a diversified portfolio of common corporate stocks and cash. The fair value of the Large Cap Growth JPMorgan Investment Management Fund is determined by the fair value of the fund's investment in externally managed stable value commingled investment funds provided to the fund by external managers of these funds. The pooled separate account is classified within Level 2 of the valuation hierarchy.

- *Interest-bearing Cash:* The Plan invests in money market funds that are valued based on the short-term cash component as of the measurement date and classified within Level 1 of the valuation hierarchy.
- *Common/collective Trust Funds:* The Plan invests in common/collective trust funds with the objective of preserving principal and generating a stable rate of return. The common/collective trust funds are valued at the NAV of units of the stable value funds. Since the NAV is used as a practical expedient to estimate fair value, these funds are not classified in the fair value hierarchy. This practical expedient would not be used if it is determined to be probable that the funds will sell the investment for an amount different from the reported NAV. Participant transactions (purchases and sales) may occur daily.

MARY KAY INC. PROFIT SHARING AND 401(k) PLAN

NOTES TO FINANCIAL STATEMENTS (continued)

C. Fair Value Measurements – continued

There have been no changes in the methodologies used at December 31, 2025 and 2024. The following table details the Plan's investments at fair value by level, within the fair value hierarchy, as of December 31, 2025 and 2024. The Plan has no assets classified within Level 3 of the valuation hierarchy.

	2025		
	Level 1	Level 2	Total
Corporate stocks	\$ 34,087,881	\$ -	\$ 34,087,881
Registered investment companies	337,170,332	-	337,170,332
U.S. Government securities	-	50,678,406	50,678,406
Corporate debt instruments	-	82,472,876	82,472,876
Pooled separate accounts	-	59,533,153	59,533,153
Interest-bearing cash	23,459,327	-	23,459,327
Total investments in the fair value hierarchy	<u>\$394,717,540</u>	<u>\$192,684,435</u>	587,401,975
Investments measured at NAV ^(a)			<u>156,617,197</u>
Total investments at fair value			<u>\$744,019,172</u>

	2024		
	Level 1	Level 2	Total
Corporate stocks	\$ 35,850,642	\$ -	\$ 35,850,642
Registered investment companies	336,676,258	-	336,676,258
U.S. Government securities	-	71,205,123	71,205,123
Corporate debt instruments	-	81,007,774	81,007,774
Pooled separate account	-	68,950,081	68,950,081
Interest-bearing cash	14,215,825	-	14,215,825
Total investments in the fair value hierarchy	<u>\$386,742,725</u>	<u>\$221,162,978</u>	607,905,703
Investments measured at NAV ^(a)			<u>166,879,562</u>
Total investments at fair value			<u>\$774,785,265</u>

- ^(a) In accordance with Subtopic 820-10, certain investments that were measured at NAV per share (or its equivalent) as a practical expedient have not been classified in the fair value hierarchy. The fair value amounts presented in this table are intended to permit reconciliation of the fair value hierarchy to the line items presented in the statement of net assets available for benefits.

MARY KAY INC. PROFIT SHARING AND 401(k) PLAN

NOTES TO FINANCIAL STATEMENTS (continued)

C. Fair Value Measurements – continued

These items are classified in their entirety based on the lowest priority level of input that is significant to the fair value measurement. The assessment of the significance of a particular input to the fair value measurement requires judgment and may affect the placement of assets and liabilities within the levels of the fair value hierarchy.

The following table summarizes investments for which fair value is measured using the NAV per share practical expedient as of December 31, 2025 and 2024, respectively. There are no participant redemption restrictions for these investments; the redemption notice period is applicable only to the Plan.

2025				
Investment	Fair Value	Unfunded Commitments	Redemption Frequency (If Currently Eligible)	Redemption Notice Period
Mellon Stable Value Fund	\$ 2,091,250	N/A	Daily	12 months
Wellington Trust Company International	\$ 24,764,080	N/A	Daily	Daily
Intercontinental Enhanced Core U.S. Real Estate Income Fund	\$ 9,695,839	N/A	Daily	Quarterly
BGO Daily Value Fund	\$ 9,588,777	N/A	Daily	Quarterly
TCW Concentrated Core Fund	\$ 24,335,513	N/A	Daily	Daily
Wedge SMID Cap Value CIT	\$ 24,429,430	N/A	Daily	Full: 30 days Partial: Daily
Lord Abbett Small Cap Growth Equity Trust II	\$ 12,058,282	N/A	Daily	5 business days
Cooke & Bieler Large Cap Value CIT	\$ 49,654,026	N/A	Daily	5 business days

MARY KAY INC. PROFIT SHARING AND 401(k) PLAN

NOTES TO FINANCIAL STATEMENTS *(continued)*

C. Fair Value Measurements – continued

2024				
Investment	Fair Value	Unfunded Commitments	Redemption Frequency (If Currently Eligible)	Redemption Notice Period
Mellon Stable Value Fund	\$ 2,577,382	N/A	Daily	12 months
Wellington Trust Company International	\$ 25,986,669	N/A	Daily	Daily
Intercontinental Enhanced Core U.S. Real Estate Income Fund	\$ 11,382,132	N/A	Daily	Quarterly
BGO Daily Value Fund	\$ 11,174,466	N/A	Daily	Quarterly
TCW Concentrated Core Fund	\$ 26,498,173	N/A	Daily	Daily
Wedge SMID Cap Value CIT	\$ 25,236,672	N/A	Daily	Full: 30 days Partial: Daily
Lord Abbett Small Cap Growth Equity Trust II	\$ 12,608,507	N/A	Daily	5 business days
Cooke & Bieler Large Cap Value CIT	\$ 51,415,561	N/A	Daily	5 business days

MARY KAY INC. PROFIT SHARING AND 401(k) PLAN

NOTES TO FINANCIAL STATEMENTS (continued)

D. Nonparticipant-Directed Investments

Information about the net assets and the significant components of the changes in net assets relating to the nonparticipant-directed investments is as follows:

	<u>2025</u>	<u>2024</u>
Assets		
Investments, at fair value:		
Corporate stock, common	\$ 34,087,881	\$ 35,850,642
U.S. Government securities	50,678,406	71,205,123
Corporate debt instruments	82,472,876	81,007,774
Registered investment companies	74,814,636	80,802,995
Interest-bearing cash	23,459,327	14,215,825
Common collective trust	154,525,947	164,302,180
Total investments at fair value	<u>420,039,073</u>	<u>447,384,539</u>
Receivables:		
Employer	6,970,500	7,733,067
Interest and dividends receivable	1,408,669	2,306,950
Due from broker for securities sold	303,845	1,572,994
Total receivables	<u>8,683,014</u>	<u>11,613,016</u>
Total assets	428,722,087	458,997,550
Liabilities		
Due to broker for securities purchased	371,290	2,435,466
Accrued expenses	251,340	295,406
	<u>622,630</u>	<u>2,730,872</u>
Net assets available for benefits	<u><u>\$428,099,457</u></u>	<u><u>\$456,266,678</u></u>

MARY KAY INC. PROFIT SHARING AND 401(k) PLAN

NOTES TO FINANCIAL STATEMENTS *(continued)*

D. Nonparticipant-Directed Investments – continued

	<u>2025</u>	<u>2024</u>
Additions to Net Assets		
Investment income:		
Net realized and unrealized gains on investments	\$ 49,600,654	\$ 48,850,889
Total investment income	49,600,654	48,850,889
Employer contributions	7,366,687	8,439,991
Total additions to net assets	56,967,341	57,290,880
Deductions from Net Assets		
Benefits paid to participants	81,443,523	52,425,789
Administrative expenses	18,671	17,827
Interfund transfers, net	3,672,368	2,510,950
Total deductions from net assets	85,134,562	54,954,566
Net increase (decrease) in net assets available for benefits	(28,167,221)	2,336,314
Net assets available for benefits at beginning of year	456,266,678	453,930,364
Net assets available for benefits at end of year	<u>\$ 428,099,457</u>	<u>\$ 456,266,678</u>

E. Certified Investment Information

Certain information related to investments and notes receivable from participants disclosed in the accompanying financial statements and ERISA-required supplemental schedules, including investments and notes receivable from participants held at December 31, 2025 and 2024, and net appreciation (depreciation) in fair value of investments, interest and dividends, and interest income on notes receivable from participants for the years ended December 31, 2025 and 2024, was obtained by management and agreed to or derived from information certified as complete and accurate by the custodians of the Plan.

F. Tax Status

The Plan obtained its latest determination letter on April 13, 2018, in which the Internal Revenue Service (the “IRS”) stated that the Plan, as then designed, was in compliance with the applicable requirements of the Code.

MARY KAY INC. PROFIT SHARING AND 401(k) PLAN

NOTES TO FINANCIAL STATEMENTS *(continued)*

F. Tax Status – continued

Once qualified, the Plan is required to operate in conformity with the Code to maintain its qualification. The Company believes that the Plan is being operated in compliance with the applicable requirements of the Code and, therefore, believes that the Plan was qualified, and the related trust was tax-exempt as of the financial statement date.

GAAP requires Plan management to evaluate tax positions taken by the Plan and recognize a tax liability (or asset) if the Plan has taken an uncertain position that more likely than not would not be sustained upon examination by the IRS. The Plan administrator has analyzed the tax positions taken by the Plan and has concluded that as of December 31, 2025, there are no uncertain positions taken or expected to be taken that would require recognition of a liability (or asset) or disclosure in the financial statements. The Plan is subject to routine audits by taxing jurisdictions, however, there are currently no audits for any tax periods in progress.

G. Plan Termination

Although it has not expressed any intention to do so, the Company has the right under the Plan to terminate the Plan subject to the provisions set forth in ERISA. In the event the Plan terminates, all amounts credited to participants' accounts will become 100% vested. The Company has no present intent to terminate the Plan.

H. Parties-in-Interest Transactions

Parties-in-interest transactions include those with fiduciaries or employees of the Plan, any person who provides services to the Plan, an employer whose employees are covered by the Plan, an employee organization whose members are covered by the Plan, a person who owns 50% or more of such an employer or employee organization, or relatives of such persons.

Parties-in-interest transactions under ERISA include certain expenses paid by the Plan to various service providers related to plan operations and investment activity, and transactions involving notes receivable from participants, which are exempt from the prohibited transactions rules.

I. Reconciliation of Financial Statements to Form 5500

The following is a reconciliation of net assets available for benefits as of December 31, 2025 and 2024, per the accompanying financial statements to the Form 5500:

	<u>2025</u>	<u>2024</u>
Net assets available for benefits per the financial statements	\$758,211,195	\$790,305,198
Deemed distributed loans per the Form 5500	<u>(452,172)</u>	<u>(359,266)</u>
Net assets available for benefits per the Form 5500	<u><u>\$757,759,023</u></u>	<u><u>\$789,945,932</u></u>

MARY KAY INC. PROFIT SHARING AND 401(k) PLAN

NOTES TO FINANCIAL STATEMENTS *(continued)*

I. Reconciliation of Financial Statements to Form 5500 – continued

The following is a reconciliation of the net increase (decrease) in net assets available for benefits for the years ended December 31, 2025 and 2024, per the accompanying financial statements to the Form 5500:

	<u>2025</u>	<u>2024</u>
Net increase (decrease) in net assets available for benefits per the financial statements	\$ (32,094,003)	\$ 24,616,080
Change in deemed distributed loans per the Form 5500	<u>(92,906)</u>	<u>5,283</u>
Net increase (decrease) in net assets available for benefits per the Form 5500	<u>\$ (32,186,909)</u>	<u>\$ 24,621,363</u>

The reconciling items noted above are due to the difference in the method of accounting used in preparing the Form 5500 as compared to the Plan's financial statements. Additionally, there are differences between the reporting of certain investment line items within the fair value hierarchy in Note C and the Form 5500 for the Mellon Stable Value Fund because the Mellon Stable Value Fund is not a direct filing entity and thus required to be reported at the underlying investment level in the Form 5500 and supplemental schedules.

J. Subsequent Events

In preparing the accompanying financial statements, Plan management has evaluated all subsequent events and transactions for potential recognition or disclosure through August 4, 2026, the date the financial statements were available for issuance.

Effective January 1, 2026, the pre-tax annual compensation limit was increased from 30% to 70% per participant.

SUPPLEMENTAL SCHEDULES

MARY KAY INC. PROFIT SHARING AND 401(k) PLAN
FORM 5500, SCHEDULE H, LINE 4(i) - SCHEDULE OF ASSETS (HELD AT END OF YEAR)

As of December 31, 2025

EIN: 75-1151701
Plan #: 001

(a) Party In Interest**	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment (shares)	(d) Cost*	(e) Current Value
	Collective Trust			
	BENEFITS TRUST BGO DAILY VALUE FUND 0	734,733	\$ 10,766,936	\$ 9,588,777
	COOKE & BIELER LARGE CAP VALUE CIT 0	4,120,666	45,354,574	49,654,026
	INTERCONTINENTAL REAL ESTATE ENHANCED CORE US RE INCOME FD 0	782,722	11,137,115	9,695,839
	WEDGE CAPITAL SMID CAP VALUE FUND CLASS C 0	1,622,140	19,116,312	24,429,430
	TCW CONCENTRATED CORE FUND CL B 0	351,822	13,097,714	24,335,513
	WELLINGTON TRUST COMPANY INTERNATIONAL QUALITY GROTH C 0	1,119,533	16,609,048	24,764,080
	LORD ABBETT SMALL CAP GROWTH EQ TR II CL.R 0	1,290,926	8,262,898	12,058,282
	7-Eleven Inc, 0.95%, due 2/10/2026		*	1,947
	AerCap Ireland Capital DAC / AerCap Global Aviation Trust, 1.75%, due 1/30/2026		*	773
	AerCap Ireland Capital DAC / AerCap Global Aviation Trust, 2.45%, due 10/29/2026		*	1,228
	Air Lease Corp, 1.88%, due 8/15/2026		*	1,800
	Air Lease Corp, 2.88%, due 1/15/2026		*	540
	Alabama Power Co., 5.10%, due 4/2/2035		*	279
	Alexandria Real Estate Equities Inc., 3.80%, due 4/15/2026		*	887
	Amazon.com, Inc., 4.10%, due 11/20/2030		*	1,013
	Ameren Corp, 1.95%, due 3/15/2027		*	2,023
	American Airlines Pass-Through Trust, 4.90%, due 5/11/2038		*	194
	American Electric Power, 2.30%, due 03/01/2030		*	631
	American Heritage Auto Receivables Trust, 4.90%, due 9/17/2029		*	336
	American Tower Corp, 5.25%, due 7/15/2028		*	1,249
	AmeriCredit Automobile Receivables Trust, 4.81%, due 4/18/2028		*	276
	Amgen, Inc., 2.20%, due 2/21/2027		*	951
	Amur Equipment Finance Receivables XI LLC, 5.30%, due 6/21/2028		*	21
	Anglo American Capital PLC, 2.63%, due 9/10/2030		*	858
	Apollo Debt Solutions BDC, 5.20%, due 12/8/2028		*	265
	ASB Bank Ltd, 1.63%, due 10/22/2026		*	2,160
	AT&T Inc, 4.30%, due 2/15/2030		*	1,670
	AutoNation Finance Trust, 4.62%, due 11/13/2029		*	104
	AutoZone Inc, 3.75%, due 4/18/2029		*	814
	Auxilior Term Funding LLC, 5.49%, due 7/15/2031		*	209
	Avalonbay Communities, 3.30%, due 6/1/2029		*	751
	Baker Hughes Holdings LLC / Baker Hughes Co-Obligor Inc, 2.06%, due 12/15/2026		*	988
	Ballyrock CLO 23 Ltd., 5.39%, due 4/25/2038		*	2,076
	BANK 2020-BNK25, 2.61%, due 1/15/2063		*	1,793
	BANK 2021-BNK37, 2.51%, due 11/15/2064		*	2,197
	BANK, 5.66%, due 2/15/2056		*	1,102
	Bank of America Corp, 2.88%, due 10/22/2030		*	716
	Bank of America Corp, 3.42%, due 12/20/2028		*	1,787
	Bank of America Corp, 5.52%, due 10/25/2035		*	743
	Bank of America Merrill Lynch Commercial Mortgage Trust, 3.57%, due 2/15/2050		*	1,184
	BAT International Finance PLC, 5.93%, due 2/2/2029		*	1,079
	Bayer US Finance LLC, 6.13%, due 11/21/2026		*	578
	BBCMS Mortgage Trust 2020-C8, 2.04%, due 10/15/2053		*	1,233
	BBCMS Mortgage Trust, 5.50%, due 12/15/2055		*	4,185
	Benchmark Mortgage Trust, 2.79%, due 12/15/2062		*	3,501
	Benchmark Mortgage Trust, 5.42%, due 11/15/2057		*	795
	Bio-Rad Laboratories, Inc., 3.30%, due 3/15/2027		*	244
	BlackRock 1-3 Year Credit Bond Index Non-Lendable Fund		*	184,651
	BlackRock 1-3 Year Government Bond Index Fund		*	132,086
	BlackRock Asset-Backed Securities Index Fund		*	90,855
	BlackRock Commercial Mortgage-Backed Securities Index Fund		*	35,483
	BlackRock Intermediate Government/Credit Bond Index Fund		*	11,326
	BlackRock Mortgage-Backed Securities Index Fund		*	113,393
	BMO Mortgage Trust, 5.33%, due 9/15/2054		*	2,291
	BMO Mortgage Trust, 6.05%, due 5/15/2057		*	3,766
	BP Capital Markets America Inc, 1.75%, due 8/10/2030		*	836
	Broadcom Inc, 3.42%, due 4/15/2033		*	1,783
	Brown & Brown, Inc., 5.25%, due 6/23/2032		*	399
	Bunge Ltd. Finance Corp., 4.55%, due 8/4/2030		*	1,297
	CBRE Services, Inc., 4.90%, due 1/15/2033		*	222
	Capital One Financial Corp, 3.75%, due 3/9/2027		*	1,034
	Capital One Financial Corp, 4.10%, due 2/9/2027		*	521
	CarMax Auto Owner Trust, 2023-3, 5.28%, due 5/15/2028		*	193
	CarMax Auto Owner Trust, 2024-3, 4.89%, due 7/16/2029		*	403
	Cash		*	692
	CD Mortgage Trust, 3.25%, due 11/10/2049		*	3,034
	CIFC Funding 2022-III Ltd., 5.28%, due 4/21/2035		*	2,071
	Chase Issuance Trust, 4.16%, due 7/15/2030		*	917
	Chevron USA, Inc., 4.05%, due 8/13/2028		*	889
	Citigroup Commerical Mortgage Trust 2016-P6, 3.51%, due 12/10/2049		*	148
	Citigroup Commerical Mortgage Trust 2020-GC46, 2.71%, due 2/15/2053		*	300
	Citigroup Commercial Mortgage Trust, 2.45%, due 7/10/2049		*	1,415

MARY KAY INC. PROFIT SHARING AND 401(k) PLAN
FORM 5500, SCHEDULE H, LINE 4(i) - SCHEDULE OF ASSETS (HELD AT END OF YEAR)
As of December 31, 2025

EIN: 75-1151701
Plan #: 001

(a) Party In Interest**	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment (shares)	(d) Cost*	(e) Current Value
	Citigroup Commerical Mortgage Trust, 3.21%, due 10/12/2050		*	\$ 993
	Citigroup Inc, 2.67%, due 1/29/2031		*	632
	CNH Equipment Trust, 2.94%, due 7/15/2027		*	761
	CNH Equipment Trust, 3.89%, due 8/16/2027		*	857
	CNH Industrial Capital LLC, 5.10%, due 4/20/2029		*	762
	COMM 2019-GC44 MTG TR, 2.83%, due 8/15/2057		*	516
	Constellation Brands, Inc., 4.95%, due 11/1/2035		*	921
	Cousins Properties LP, 5.25%, due 7/15/2030		*	643
	Cousins Properties LP, 5.38%, due 2/15/2032		*	343
	CSAIL 2019-C18 COML, 2.84%, due 12/15/2052		*	262
	CVS Health Corp, 2.13%, due 9/15/2031		*	862
	CVS Health Corp, 4.30%, due 3/25/2028		*	863
	DBJPM Mortgage Trust, 3.07%, due 6/10/2050		*	2,833
	Danske Bank, 5.71%, due 3/1/2030		*	1,085
	Drive Auto Receivables Trust, 5.31%, due 1/16/2029		*	790
	Enbridge Inc, 3.13%, due 11/15/2029		*	483
	Energy Transfer Partners LP, 4.20%, due 4/15/2027		*	279
	Energy Transfer Partners LP, 5.55%, due 2/15/2028		*	1,112
	Enterprise Products Operating LLC, 5.05%, due 1/10/2026		*	552
	Equinix Inc, 1.45%, due 5/15/2026		*	916
	Exelon Corp, 4.05%, due 4/15/2030		*	820
	Exeter Automobile Receivables Trust, 4.45%, due 3/15/2028		*	96
	Extra Space Storage LP, 3.50%, due 7/1/2026		*	1,372
	Extra Space Storage LP, 4.95%, due 1/15/2033		*	543
	Extra Space Storage LP, 5.70%, due 4/1/2028		*	309
	Federal Home Loan Mortgage Corporation Multifamily Structured, 2.92%, due 1/25/2026		*	723
	Federal Home Loan Mortgage Corporation Multifamily Structured, 4.68%, due 10/25/2031		*	878
	Federal Home Loan Mortgage Corporation Pool, 2.50%, due 9/1/2050		*	786
	Federal Home Loan Mortgage Corporation Pool, 3.00%, due 7/1/2029		*	95
	Federal Home Loan Mortgage Corporation Pool, 3.00%, due 6/1/2031		*	119
	Federal Home Loan Mortgage Corporation Pool, 3.00%, due 6/1/2033		*	332
	Federal Home Loan Mortgage Corporation Pool, 3.00%, due 12/1/2033		*	171
	Federal Home Loan Mortgage Corporation Pool, 3.00%, due 10/1/2049		*	263
	Federal Home Loan Mortgage Corporation Pool, 3.00%, due 9/1/2050		*	486
	Federal Home Loan Mortgage Corporation Pool, 3.17%, due 7/1/2047		*	110
	Federal Home Loan Mortgage Corporation Pool, 6.00%, due 1/1/2055		*	8,130
	Federal Home Loan Mortgage Corporation REMIC, 1.00%, due 7/15/2039		*	697
	Federal Home Loan Mortgage Corporation REMIC, 1.25%, due 4/25/2045		*	1,747
	Federal Home Loan Mortgage Corporation REMIC, 2.00%, due 5/25/2033		*	360
	Federal Home Loan Mortgage Corporation REMIC, 2.50%, due 2/25/2040		*	1,459
	Federal Home Loan Mortgage Corporation REMIC, 2.50%, due 11/15/2040		*	700
	Federal Home Loan Mortgage Corporation REMIC, 3.00%, due 10/15/2045		*	929
	Federal Home Loan Mortgage Corporation REMIC, 3.50%, due 5/25/2035		*	1,921
	Federal Home Loan Mortgage Corporation REMIC, 4.00%, due 9/25/2047		*	1,658
	Federal Home Loan Mortgage Corporation REMIC, 4.50%, due 9/25/2035		*	1,876
	Federal National Mortgage Association, 1.50%, due 9/1/2031		*	422
	Federal National Mortgage Association, 2.50%, due 11/1/2027		*	17
	Federal National Mortgage Association, 2.50%, due 12/1/2027		*	12
	Federal National Mortgage Association, 2.50%, due 2/1/2028		*	28
	Federal National Mortgage Association, 2.50%, due 9/1/2051		*	1,131
	Federal National Mortgage Association, 3.00%, due 1/1/2028		*	14
	Federal National Mortgage Association, 3.00%, due 3/1/2030		*	387
	Federal National Mortgage Association, 3.00%, due 10/1/2030		*	147
	Federal National Mortgage Association, 3.00%, due 11/1/2031		*	130
	Federal National Mortgage Association, 3.00%, due 6/1/2032		*	110
	Federal National Mortgage Association, 3.00%, due 3/1/2035		*	286
	Federal National Mortgage Association, 3.00%, due 3/1/2048		*	249
	Federal National Mortgage Association, 3.00%, due 7/1/2050		*	451
	Federal National Mortgage Association, 3.00%, due 8/1/2051		*	513
	Federal National Mortgage Association, 3.01%, due 9/1/2047		*	461
	Federal National Mortgage Association, 3.50%, due 8/1/2026		*	39
	Federal National Mortgage Association, 3.50%, due 12/1/2047		*	635
	Federal National Mortgage Association, 3.50%, due 2/1/2048		*	166
	Federal National Mortgage Association, 3.50%, due 1/1/2050		*	320
	Federal National Mortgage Association, 3.50%, due 11/1/2051		*	2,312
	Federal National Mortgage Association, 3.50%, due 1/1/2052		*	2,438
	Federal National Mortgage Association, 4.00%, due 12/1/2037		*	1,200
	Federal National Mortgage Association, 4.00%, due 5/1/2050		*	331
	Federal National Mortgage Association, 4.50%, due 12/1/2048		*	259
	Federal National Mortgage Association, 5.00%, due 9/1/2035		*	950
	Federal National Mortgage Association, 5.00%, due 8/1/2040		*	897
	Federal National Mortgage Association, 5.00%, due 10/1/2040		*	650
	Federal National Mortgage Association, 5.00%, due 11/1/2040		*	964

MARY KAY INC. PROFIT SHARING AND 401(k) PLAN
FORM 5500, SCHEDULE H, LINE 4(i) - SCHEDULE OF ASSETS (HELD AT END OF YEAR)
As of December 31, 2025

EIN: 75-1151701
Plan #: 001

(a) Party In Interest**	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment (shares)	(d) Cost*	(e) Current Value
	Federal National Mortgage Association, 5.00%, due 9/1/2052	*	\$	1,816
	Federal National Mortgage Association, 6.00%, due 1/1/2055	*		2,885
	Federal National Mortgage Association REMIC, 2.50%, due 8/25/2034	*		1,180
	Federal National Mortgage Association REMIC, 2.50%, due 12/25/2037	*		2,399
	Federal National Mortgage Association REMIC, 2.50%, due 2/25/2044	*		2,503
	Federal National Mortgage Association REMIC, 2.75%, due 9/25/2042	*		1,259
	Federal National Mortgage Association REMIC, 3.00%, due 6/25/2039	*		1,491
	Federal National Mortgage Association REMIC, 3.00%, due 2/25/2046	*		822
	Federal National Mortgage Association REMIC, 3.50%, due 8/25/2044	*		238
	Federal National Mortgage Association REMIC, 3.50%, due 12/25/2046	*		1,680
	Federal National Mortgage Association REMIC, 4.00%, due 5/25/2041	*		67
	Federal National Mortgage Association REMIC, 4.50%, due 7/25/2035	*		2,331
	Federal National Mortgage Association REMIC, 4.50%, due 2/25/2048	*		2,700
	Federal Realty OP LP, 3.25%, due 7/15/2027	*		946
	Fidelity National Information Services Inc, 1.15%, due 3/1/2026	*		1,648
	Fifth Third Auto Trust, 2023-1, 5.53%, due 8/15/2028	*		513
	Fortress Credit Opportunities, 5.38%, due 7/20/2033	*		468
	General Motors Financial Co Inc, 2.40%, due 4/10/2028	*		962
	General Motors Financial Co Inc, 4.20%, due 10/27/2028	*		134
	General Motors Financial Co Inc, 5.45%, due 7/15/2030	*		523
	Global Payments, Inc., 4.88%, due 11/15/2030	*		620
	GM Financial Automobile Leasing Trust, 5.36%, due 5/22/2028	*		381
	GM Financial Automobile Leasing Trust, 5.39%, due 7/20/2027	*		1,471
	GM Financial Consumer Automobile Receivables Trust, 1.79%, due 4/17/2028	*		511
	GM Financial Consumer Automobile Receivables Trust, 3.71%, due 12/16/2027	*		336
	GM Financial Consumer Automobile Receivables Trust, 4.66%, due 2/16/2028	*		71
	Govt Natl Mortgage Assoc, 1.00%, due 10/20/2034	*		645
	Govt Natl Mortgage Assoc, 1.75%, due 11/20/2050	*		1,422
	Govt Natl Mortgage Assoc, 2.00%, due 3/20/2035	*		877
	Govt Natl Mortgage Assoc, 2.50%, due 7/20/2042	*		949
	Govt Natl Mortgage Assoc, 2.50%, due 5/20/2043	*		503
	Govt Natl Mortgage Assoc, 2.50%, due 9/20/2043	*		1,072
	Govt Natl Mortgage Assoc, 3.00%, due 11/20/2048	*		3,763
	Govt Natl Mortgage Assoc, 3.00%, due 5/20/2050	*		444
	Govt Natl Mortgage Assoc, 3.00%, due 6/20/2050	*		461
	Govt Natl Mortgage Assoc, 3.00%, due 8/20/2050	*		535
	Govt Natl Mortgage Assoc, 3.50%, due 8/16/2039	*		106
	Govt Natl Mortgage Assoc, 3.50%, due 11/20/2044	*		1,268
	Govt Natl Mortgage Assoc, 4.00%, due 1/20/2039	*		777
	Govt Natl Mortgage Assoc, 4.39%, due 11/20/2062	*		2
	Govt Natl Mortgage Assoc, 4.50%, due 11/20/2050	*		1,078
	Govt Natl Mortgage Assoc, 5.00%, due 6/20/2051	*		1,635
	Govt Natl Mortgage Assoc, 5.64%, due 11/20/2051	*		414
	Govt Natl Mortgage Assoc, 6.00%, due 6/20/2051	*		153
	GS Mortgage Securities Trust 2017-GS6, 3.16%, due 5/10/2050	*		2,622
	GS Mortgage Securities Trust 2019-GC42, 2.75%, due 9/1/2052	*		1,513
	HSBC USA, Inc. 4.65%, due 6/3/2028	*		1,117
	Healthcare Realty Holdings LP, 3.50%, due 8/1/2026	*		755
	Hewlett Packard Enterprise, 1.75%, due 4/1/2026	*		368
	Hyundai Auto Lease Securitization Trust, 4.36%, due 7/17/2028	*		482
	Hyundai Auto Receivables Trust, 3.80%, due 8/15/2028	*		453
	Hyundai Auto Receivables Trust, 4.84%, due 3/15/2029	*		667
	Hyundai Auto Receivables Trust, 5.52%, due 10/16/2028	*		1,334
	Illumina, Inc., 5.75%, due 12/13/2027	*		362
	Intel Corp, 4.88%, due 2/10/2028	*		415
	JB Hunt Transport Services, Inc., 4.90%, due 3/15/2030	*		1,126
	John Deere Owner Trust, 3.74%, due 2/16/2027	*		336
	John Deere Owner Trust, 5.01%, due 11/15/2027	*		399
	JPMorgan Chase & Co, 5.58%, due 7/23/2036	*		761
	JPMorgan Chase & Co, 5.72%, due 9/14/2033	*		1,874
	Keurig Dr Pepper Inc, 3.20%, due 5/1/2030	*		686
	Kite Realty Group LP, 4.95%, due 12/15/2031	*		387
	LCM 37 Ltd., 4.96%, due 4/15/2034	*		1,706
	Lincoln National Corp, 3.80%, due 3/1/2028	*		818
	Meta Platforms, Inc., 4.60%, due 11/15/2032	*		621
	Mexico, 6.00%, due 5/13/2030	*		517
	Morgan Stanley, 3.62%, due 4/1/2031	*		1,509
	Morgan Stanley, 3.63%, due 1/20/2027	*		1,350
	MPLX LP, 4.13%, due 3/1/2027	*		707
	NatWest Group PLC, 1.64%, due 6/14/2027	*		406
	Neuberger Berman Loan Advisers CLO 49 Ltd., 5.33%, due 10/16/2037	*		2,095
	New Residential Mortgage Loan Trust, 5.47%, due 11/25/2064	*		341
	Nissan Auto Rec OT, 4.46%, due 5/17/2027	*		116

MARY KAY INC. PROFIT SHARING AND 401(k) PLAN
FORM 5500, SCHEDULE H, LINE 4(i) - SCHEDULE OF ASSETS (HELD AT END OF YEAR)
As of December 31, 2025

EIN: 75-1151701
Plan #: 001

(a) Party In Interest**	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment (shares)	(d) Cost*	(e) Current Value
	Northern Trust Collective 1-10 Year Intermediate Credit Bond Index Fund		*	\$ 140,903
	Northern Trust Collective 1-10 Year Intermediate Government Bond Index Fund		*	25,501
	Northern Trust Collective Asset-Backed Securities Bond Index Fund		*	90,033
	Northern Trust Collective Commercial Mortgage-Backed Securities Index Fund		*	35,157
	Northern Trust Collective Daily 1-5 Year Credit Bond Index Fund		*	53,132
	Northern Trust Collective Mortgage-Backed Securities Index Fund		*	112,488
	Northern Trust Collective Short Term Government Bond Index Fund		*	105,301
	NRG Energy Inc, 2.45%, due 12/2/2027		*	1,479
	NY Commercial Mortgage Trust, 5.66%, due 2/10/2047		*	217
	OBX Trust, 5.41%, due 10/25/2064		*	189
	ONEOK Inc, 5.65%, due 11/1/2028		*	350
	O'Reilly Automotive Inc, 1.75%, due 3/15/2031		*	814
	O'Reilly Automotive Inc, 3.60%, due 9/1/2027		*	1,341
	Octane Receivables Trust, 4.94%, due 5/20/2030		*	138
	OneMain Direct Auto Receivables Trust, 3.95%, due 11/14/2028		*	926
	Oracle Corp., 1.65%, due 3/25/2026		*	2,097
	Oscar US Funding, 1.00%, due 4/10/2028		*	52
	Philip Morris International, Inc., 3.88%, due 10/27/2028		*	408
	Phillips Edison Grocery Center Operating Partnership I LP, 5.25%, due 8/15/2032		*	491
	Phillips Edison Grocery Center Operating Partnership I LP, 5.75%, due 7/15/2034		*	280
	Plains All American Pipeline LP/PAA Finance Corp., 4.70%, due 1/15/2031		*	153
	Prologis LP, 4.88%, due 6/15/2028		*	1,483
	Prudential Core Conservative Intermediate Bond Fund		*	80,053
	Prudential Short Duration Core Bond Fund		*	201,626
	Public Storage Operating Co., 4.38%, 7/1/2030		*	1,158
	Public Storage Operating Co., 5.13%, 1/15/2029		*	702
	RTX Corp, 4.13%, due 11/16/2028		*	1,820
	Realty Income Corp, 2.20%, due 6/15/2028		*	591
	Realty Income Corp, 3.40%, due 1/15/2030		*	593
	Regatta XX Funding Ltd., 5.08%, due 1/15/2038		*	518
	Ryder Syssem, Inc., 5.25%, due 6/1/2028		*	740
	SCF Equipment Leasing LLC, 4.11%, due 11/21/2033		*	262
	Santander Drive Auto Receivables Trust, 4.38%, due 1/15/2030		*	378
	Santander Drive Auto Receivables Trust, 4.62%, due 11/15/2028		*	245
	Santander Drive Auto Receivables Trust, 5.23%, due 12/15/2028		*	229
	Santander Holdings USA, Inc., 6.17%, due 1/9/2030		*	1,099
	Santander Holdings USA, Inc., 6.50%, due 3/9/2029		*	542
	Sealed Air Corp, 1.57%, due 10/15/2026		*	1,640
	Takeda Pharmaceutical, 2.05%, due 3/31/2030		*	811
	Targa Resources Corp., 4.90%, due 9/15/2030		*	761
	T-Mobile US, Inc, 1.50%, due 2/15/2026		*	863
	T-Mobile US, Inc, 4.25%, due 5/21/2029		*	303
	The AES Corp, 5.45%, due 6/1/2028		*	607
	The Boeing Company, 2.20%, due 2/4/2026		*	1,042
	The Boeing Company, 3.63%, due 2/1/2031		*	340
	The Cigna Group, 2.40%, due 3/15/2030		*	443
	The Cigna Group, 4.38%, due 10/15/2028		*	908
	The Goldman Sachs Group, Inc., 3.50%, due 11/16/2026		*	1,775
	The Goldman Sachs Group, Inc., 4.15%, due 10/21/2029		*	1,240
	The Mosaic Company, 4.35%, due 1/15/2029		*	387
	The PNC Financial Services Group Inc, 1.15%, due 8/13/2026		*	1,164
	The Sherwin-Williams Company, 2.30%, due 5/15/2030		*	218
	Toronto-Dominion Bank, 5.52%, due 7/17/2028		*	1,741
	Toyota Auto Receivables OT, 5.30%, due 9/15/2027		*	696
	Truist Fin Corp, 4.12%, due 6/6/2028		*	1,319
	Truist Fin Corp, 4.96%, due 10/23/2036		*	1,556
	UBS Comm Mortgage Trust, 3.00%, due 8/15/2050		*	177
	US Bancorp, 5.38%, due 1/23/2030		*	780
	US Treasury Note, 1.13%, due 10/31/2026		*	5,441
	US Treasury Note, 1.63%, due 8/15/2029		*	16,484
	US Treasury Note, 3.50%, due 10/31/2027		*	3,093
	US Treasury Note, 3.63%, due 8/31/2030		*	12,207
	US Treasury Note, 3.63%, due 9/30/2030		*	4,125
	US Treasury Note, 4.00%, due 2/28/2030		*	19,766
	US Treasury Note, 4.13%, due 3/31/2029		*	2,632
	US Treasury Note, 4.13%, due 11/30/2029		*	14,654
	US Treasury Note, 4.38%, due 12/31/2029		*	32,954
	US Treasury Note, 4.50%, due 5/31/2029		*	9,852
	UnitedHealth Group, Inc., 4.65%, due 1/15/2031		*	630
	Verizon Communications, 2.10%, due 3/22/2028		*	2,010
	Verizon Communications, 4.02%, due 12/3/2029		*	776
	Verizon Master Trust, 4.49%, due 1/22/2029		*	1,825
	Verizon Master Trust, 5.54%, due 4/22/2030		*	596

MARY KAY INC. PROFIT SHARING AND 401(k) PLAN
FORM 5500, SCHEDULE H, LINE 4(i) - SCHEDULE OF ASSETS (HELD AT END OF YEAR)

As of December 31, 2025

EIN: 75-1151701
Plan #: 001

(a) Party In Interest**	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment (shares)	(d) Cost*	(e) Current Value
	Verus Securitization Trust, 5.44%, due 11/25/2069		*	\$ 266
	Volkswagen Auto Loan Enhanced Trust 2023-1, 5.02%, due 6/20/2028		*	338
	Wells Fargo & Co, 3.00%, due 10/23/2026		*	870
	Wisconsin Public Service Corp., 4.55%, due 12/1/2029		*	369
	World Omni Auto Receivables, 3.25%, due 7/15/2027		*	41
	World Omni Auto Receivables, 5.79%, due 2/15/2029		*	305
	The Bank of New York Mellon Collective Trust Government Short Term Investment Fund (d)		*	52,499
	Insurance Company Separate Accounts - 11.02% New York Life		*	261,606
	Total Collective Trust			\$ 156,617,197
	Corporate Debt-Other			
	ABN AMRO BANK NV SR NON PREFERRED ADJ NOTES	200,000	\$ 200,000	\$ 203,070
	COREBRIDGE GLOBAL FUNDING SECURED NOTES	150,000	149,739	154,019
	AT&T INC SENIOR UNSECURED GLOBAL NOTES Semi	100,000	99,852	97,714
	AFFIRM ASSET SEC TR 2025-2A ABS SER.2025-2A CL.A	125,000	124,984	125,845
	AIR LEASE CORP SENIOR UNSECURED GLOBAL NOTES	615,000	578,936	579,246
	AIR LEASE CORP SENIOR UNSECURED GLOBAL NOTES	497,000	494,908	499,486
	ALLIANT ENERGY FINANCE SENIOR UNSECURED	80,000	79,954	81,081
	ALLY FINANCIAL INC SR UNSECURED GLOBAL ADJNOTES Semi Annual 0 7/31/33	205,000	205,000	206,501
	AMCOR FLEXIBLES NORTH AM SENIOR UNSECUREDNOTES Semi Annual 4.8 3/17/28	105,000	104,942	106,443
	AMEREN CORP SENIOR UNSECURED GLOBAL NOTESSemi Annual 5 1/15/29	90,000	89,797	92,007
	AMERICAN ELECTRIC POWER JR SUB GLOBAL ADJNOTES Semi Annual 0 3/15/56	60,000	58,896	58,952
	AMERICAN EQTY INVT LIFE HLD CO SENIOR UNSECURED GLOBAL NOTES Semi Annual 6 7/15/35	110,000	109,676	111,543
	AMERICAN EXPRESS CO SR UNSECURED GLOBAL ADJNOTES Semi Annual 0 10/24/36	74,000	74,000	73,070
	AMERICREDIT AUTO REC TR 2021-3 ABS SER.2021-3CL.C Monthly 1.41 8/18/27	69,695	69,683	69,212
	AMPHENOL CORP SENIOR UNSECURED GLOBALNOTES Semi Annual 4.38 6/12/28	125,000	124,889	126,155
	ANALOG DEVICES INC SENIOR UNSECURED GLOBALNOTES Semi Annual 4.25 6/15/28	130,000	129,860	131,072
	AON NORTH AMERICA INC SENIOR UNSECUREDGLOBAL NOTES Semi Annual 5.13 3/1/27	363,000	362,292	367,465
	APA CORP SENIOR UNSECURED NOTES Semi Annual6.1 2/15/35	110,000	109,287	113,074
	APOLLO DEBT SOLUTIONS BDC SENIOR UNSECUREDNOTES Semi Annual 5.88 8/30/30	35,000	34,977	35,401
	APPLEBEES FUNDING LLC 2025-1A ABS SER.2025-1ACL.A2 Quarterly 6.72 6/7/55	225,000	225,000	226,638
	AQUA FINANCE TRUST 2021-A ABS SER.2021-A CL.AMonthly 1.54 7/17/46	29,938	29,935	27,544
	ARES CAPITAL CORP SENIOR UNSECURED GLOBALNOTES Semi Annual 5.8 3/8/32	75,000	74,230	75,737
	ARES STRATEGIC INCOME FUND SENIOR UNSECUREDNOTES Semi Annual 5.7 3/15/28	75,000	74,575	75,983
	ARROW ELECTRONICS INC SENIOR UNSECUREDGLOBAL NOTES Semi Annual 5.15 8/21/29	110,000	109,894	112,507
	AUTONATION INC SENIOR UNSECURED GLOBALNOTES Semi Annual 4.45 1/15/29	150,000	149,769	150,413
	AUTOZONE INC SENIOR UNSECURED GLOBAL NOTESSemi Annual 5.05 7/15/26	115,000	114,860	115,650
	AVIATION CAPITAL GROUP LLC SENIOR UNSECUREDNOTES Semi Annual 5.13 4/10/30	60,000	59,630	60,920
	AVIS BUDGET RENTAL CAR FUNDING ABS SER.2023-3ACL.A Monthly 5.44 2/22/28	185,000	184,969	187,215
	AVIS BUDGET RENTAL CAR FUNDING ABS SER.2024-1ACL.A Monthly 5.36 6/20/30	100,000	99,983	103,108
	AVIS BUDGET RENTAL CAR FUNDING ABS SER.2024-2ACL.A Monthly 5.13 10/20/28	180,000	180,907	182,762
	AVNET INC SENIOR UNSECURED GLOBAL NOTES SemiAnnual 6.25 3/15/28	55,000	54,848	56,963
	BHG SECURITIZATION 2025-2CON ABS SER.2025-2CONCL.A Monthly 4.84 9/17/36	89,518	89,509	90,364
	BHP BILLITON FINANCE USA LTD SENIOR UNSECUREDGLOBAL NOTES Semi Annual 4.88 2/27/26	140,000	139,712	140,155
	BGC GROUP INC SENIOR UNSECURED GLOBAL NOTESSemi Annual 6.15 4/2/30	35,000	34,951	36,241
	BBCMS MTGE TR 2025-5C36 ABS SER.2025-5C36 CL.A3Monthly 5.52 8/15/58	640,000	660,300	667,595
	BMW VEHICLE LEASE TRUST 2024-2 ABS SER.2024-2CL.A3 Monthly 4.18 10/25/27	75,000	74,993	75,233
	BAIN CAPITAL SPECIALTY FINANCE SENIOR UNSECURED NOTES Semi Annual 2.55 10/13/26	42,000	41,552	41,346
	BAIN CAPITAL SPECIALTY FINANCE SENIOR UNSECURED GLOBAL NOTES Semi Annual 5.95 3/15/30	25,000	24,716	24,904
	BANK OF AMERICA CORP SENIOR UNSECUREDGLOBAL NOTES Semi Annual 0 12/20/28	745,000	717,005	735,629
	BANK OF AMERICA CORP SR UNSEC ADJ MED TERMNOTES Semi Annual 0 3/5/29	870,000	848,816	868,585
	BANK OF AMERICA CORP SR UNSECURED GLOBAL ADJNOTES Semi Annual 4.27 7/23/29	495,000	489,906	497,269
	BANK OF MONTREAL SR UNSECURED GLOBAL ADJNOTES Semi Annual 0 1/27/29	75,000	75,000	76,421
	BANK OF NOVA SCOTIA SR UNSECURED GLOBAL ADJNOTES Semi Annual 0 9/15/31	154,000	154,000	153,471
	BANK5 2024-5YR8 ABS SER.2024-5YR8 CL.A3 Monthly5.88 8/15/57	415,000	427,446	434,627
	BARCLAYS PLC SR UNSECURED GLOBAL ADJ NOTESSemi Annual 0 11/11/29	330,000	330,000	331,821
	BARINGS BDC INC SENIOR UNSECURED GLOBALNOTES Semi Annual 5.2 9/15/28	90,000	89,353	89,559
	BBCMS MTGE TR 2025-5C34 ABS SER.2025-5C34 CL.A3Monthly 5.66 5/15/58	600,000	624,516	628,170
	BENCHMARK MTGE TRUST 2025-V15 ABS SER.2025-V15CL.A3 Monthly 5.8 6/15/58	315,000	329,544	331,744
	BENCHMARK MTGE TRUST 2025-V16 ABS SER.2025-V16CL.A3 Monthly 5.44 8/15/57	480,000	493,406	498,810
	BLOCK FINANCIAL LLC SENIOR UNSECURED GLOBALNOTES Semi Annual 5.38 9/15/32	90,000	89,808	90,580
	BLUE OWL CREDIT INCOME SENIOR UNSECUREDGLOBAL NOTES Semi Annual 6.6 9/15/29	30,000	30,507	30,853
	BLUEPEAK ABS ISSUER 2025-1A ABS SER.2025-1ACL.A2 Monthly 5.86 12/20/55	155,000	155,000	155,467
	BOARDWALK PIPELINES LP SENIOR UNSECUREDGLOBAL NOTES Semi Annual 5.38 2/15/36	80,000	79,882	80,397
	BRIGHTHOUSE FINANCIAL GLBL FND SECURED NOTESSemi Annual 5.55 4/9/27	145,000	144,957	147,030
	BROADCOM INC SENIOR UNSECURED GLOBAL NOTESSemi Annual 5.05 7/12/29	165,000	164,784	169,880
	BROADCOM INC SENIOR UNSECURED GLOBAL NOTESSemi Annual 4.35 2/15/30	315,000	314,866	317,057
	BROOKFIELD ASSET MANAGEMENT SENIOR UNSECURED GLOBAL NOTES Semi Annual 4.65 11/15/30	169,000	169,000	170,211
	BROWN & BROWN INC SENIOR UNSECURED GLOBALNOTES Semi Annual 4.7 6/23/28	75,000	74,946	75,899
	CDW LLC/CDW FINANCE SENIOR UNSECURED NOTESSemi Annual 3.28 12/1/28	120,000	120,000	116,590
	CNH INDUSTRIAL CAP LLC SR UNSECURED EURONOTES Semi Annual 4.75 3/21/28	80,000	79,726	80,910
	CNH INDUSTRIAL CAP LLC SENIOR UNSECUREDGLOBAL NOTES Semi Annual 4.5 10/16/30	87,000	86,796	87,003
	CVS HEALTH CORP SENIOR UNSECURED GLOBALNOTES Semi Annual 5.45 9/15/35	115,000	114,966	117,715

MARY KAY INC. PROFIT SHARING AND 401(k) PLAN
FORM 5500, SCHEDULE H, LINE 4(i) - SCHEDULE OF ASSETS (HELD AT END OF YEAR)

As of December 31, 2025

EIN: 75-1151701
Plan #: 001

(a) Party In Interest**	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment (shares)	(d) Cost*	(e) Current Value
	CAMPBELLS COMPANY/THE SENIOR UNSECUREDGLOBAL NOTES Semi Annual 4.55 3/21/31	150,000	\$ 149,676	\$ 149,251
	CANADIAN IMPERIAL BANK OF COMM SENIOR UNSECURED GLOBAL NOTES Semi Annual 5.24 6/28/27	85,000	85,000	86,611
	CANADIAN IMPERIAL BANK OF COMM SR UNSECUREDGLOBAL ADJ NOTES Semi Annual 0 3/30/29	170,000	170,000	172,810
	CANTOR FITZGERALD LP SENIOR UNSECURED NOTESemi Annual 7.2 12/12/28	65,000	64,874	69,047
	CAPITAL ONE FINANCIAL CORP SR UNSECUREDGLOBAL ADJ NOTES Semi Annual 0 10/29/27	125,000	125,000	127,979
	CAPITAL ONE FINANCIAL CORP SR UNSECUREDGLOBAL ADJ NOTES Semi Annual 0 2/1/30	395,000	408,075	410,682
	CAPITAL ONE FINANCIAL CORP SR UNSECUREDGLOBAL ADJ NOTES Semi Annual 0 9/11/31	65,000	65,000	64,905
	CARDINAL HEALTH INC SENIOR UNSECURED GLOBALNOTES Semi Annual 5 11/15/29	210,000	209,929	215,674
	CARMAX AUTO OWNER TRUST 2025-4 ABS SER.2025-4CL.A3 Monthly 4.26 12/16/30	50,000	49,996	50,093
	CATERPILLAR FIN SERVICES CORP SENIOR UNSECURED GLOBAL NOTES Semi Annual 3.95 11/14/28	165,000	164,913	165,388
	CENTENE CORP SENIOR UNSECURED GLOBAL NOTESemi Annual 2.45 7/15/28	150,000	139,337	140,451
	CENTERPOINT ENERGY INC JR SUB GLOBAL ADJNOTES Semi Annual 0 5/15/55	115,000	115,000	117,923
	CHARTER COMM OPT LLC/CAP SECURED GLOBALNOTES Semi Annual 6.1 6/1/29	105,000	104,941	109,586
	CHENIERE ENERGY INC SECURED NOTES Semi Annual4.63 10/15/28	430,000	421,826	429,271
	CHENIERE CORPUS CHRISTI HLDGS 1ST LIEN GLOBALNOTES Semi Annual 5.13 6/30/27	351,000	351,786	354,394
	CHESAPEAKE FNDG II LLC 2023-1A ABS SER.2023-1ACL.A1 Monthly 5.65 5/15/35	27,941	27,940	28,071
	CITIGROUP INC SENIOR UNSECURED GLOBAL NOTESemi Annual 3.52 10/27/28	369,000	327,273	365,694
	CITIGROUP INC SR UNSECURED GLOBAL ADJ NOTESemi Annual 0 6/9/27	319,000	284,995	315,343
	CITIGROUP INC SR UNSECURED GLOBAL ADJ NOTESemi Annual 0 5/7/28	230,000	230,000	231,867
	CITIBANK CC ISSUANCE TRUST ABS SER.2025-A2 CL.ASemi Annual 4.49 6/21/32	175,000	174,948	178,382
	CITIGROUP INC SR UNSECURED GLOBAL ADJ NOTESemi Annual 0 9/19/30	780,000	778,151	786,203
	CNO GLOBAL FUNDING SECURED NOTES Semi Annual2.65 1/6/29	245,000	244,642	232,906
	CONAGRA BRANDS INC SENIOR UNSECURED GLOBALNOTES Semi Annual 5.3 10/1/26	250,000	249,638	252,090
	CONSTELLATION BRANDS INC SENIOR UNSECUREDGLOBAL NOTES Semi Annual 4.8 1/15/29	150,000	149,834	152,414
	CREDIT ACCEPTANCE AUTO 2025-2A ABS SER.2025-2ACL.B Monthly 4.87 1/15/36	60,000	59,990	60,559
	CUBESMART LP SENIOR UNSECURED NOTES SemiAnnual 3.13 9/1/26	240,000	228,559	238,417
	CYRUSONE DATA CENTERS 2025-1A ABS SER.2025-1ACL.A2 Monthly 5.91 2/20/50	185,000	185,434	187,735
	DLMT LLC 2023-1A ABS SER.2023-1A CL.A3 Monthly 5.34 3/22/27	54,335	54,327	54,570
	DB MASTER FINANCE LLC 2025-1A ABS SER.2025-1ACL.A2I Quarterly 4.89 8/20/55	165,000	165,000	165,405
	DTE ENERGY COMPANY SENIOR UNSECURED GLOBALNOTES Semi Annual 5.1 3/1/29	380,000	386,080	389,403
	DTE ENERGY COMPANY SENIOR UNSECURED GLOBALNOTES Semi Annual 4.95 7/1/27	75,000	74,911	75,988
	DAIMLER TRUCKS FINANCE NA LLC SENIOR UNSECURED NOTES Semi Annual 5.38 1/13/32	270,000	268,091	278,258
	DANSKE BANK A/S SR NON PREFERRED ADJ NOTESemi Annual 0 3/4/31	250,000	250,000	255,313
	DARDEN RESTAURANTS INC SENIOR UNSECUREDGLOBAL NOTES Semi Annual 4.55 10/15/29	95,000	94,820	95,874
	DELL EQUIP FINANCE TR 2023-3 ABS SER.2023-3 CL.A3Monthly 5.93 4/23/29	67,728	67,724	68,085
	DELL INT LLC / EMC CORP SENIOR UNSECUREDGLOBAL NOTES Semi Annual 4.75 10/6/32	115,000	114,675	114,849
	DIGITAL REALTY TRUST LP SENIOR UNSECUREDNOTES Semi Annual 5.55 1/15/28	480,000	491,645	492,994
	DOMINION ENERGY INC SENIOR UNSECURED GLOBALNOTES Semi Annual 4.6 5/15/28	95,000	94,860	96,109
	DOMINION ENERGY INC JR SUB GLOBAL ADJ NOTESemi Annual 0 2/15/56	50,000	50,436	50,231
	DOW CHEMICAL CO/THE SENIOR UNSECURED GLOBALNOTES Semi Annual 4.8 1/15/31	145,000	144,725	144,178
	DRIVE AUTO REC TR 2024-2 ABS SER.2024-2 CL.BMonthly 4.52 7/16/29	105,000	104,996	105,424
	DRIVEN BRANDS FNDG LLC 2024-1A ABS SER.2024-1ACL.A2 Quarterly 6.37 10/20/54	187,625	187,625	194,095
	DUKE ENERGY CORP SENIOR UNSECURED GLOBALNOTES Semi Annual 3.15 8/15/27	320,000	311,136	316,010
	EPR PROPERTIES SENIOR UNSECURED GLOBALNOTES Semi Annual 4.75 12/15/26	220,000	241,450	220,636
	EPR PROPERTIES SENIOR UNSECURED GLOBALNOTES Semi Annual 4.75 11/15/30	130,000	128,440	128,987
	EAGLE MATERIALS INC SENIOR UNSECURED GLOBALNOTES Semi Annual 5 3/15/36	51,000	50,441	49,956
	EASTMAN CHEMICAL CO SENIOR UNSECURED GLOBALNOTES Semi Annual 5 8/1/29	85,000	84,530	86,719
	EBAY INC SENIOR UNSECURED GLOBAL NOTES SemiAnnual 4.25 3/6/29	80,000	79,982	80,231
	EDISON INTERNATIONAL SENIOR UNSECURED GLOBALNOTES Semi Annual 5.75 6/15/27	588,000	589,641	598,446
	ENACT HOLDINGS INC SENIOR UNSECURED GLOBALNOTES Semi Annual 6.25 5/28/29	165,000	164,922	172,688
	ENBRIDGE INC SENIOR UNSECURED GLOBAL NOTESemi Annual 4.6 6/20/28	320,000	319,990	323,298
	ENERGY TRANSFER OPERATING LP SENIOR UNSECURED GLOBAL NOTES Semi Annual 5.25 4/15/29	775,000	777,356	796,346
	EQUINIX EU 2 FINANCING C SENIOR UNSECUREDGLOBAL NOTES Semi Annual 4.6 11/15/30	113,000	112,924	113,341
	EQUIFAX INC SENIOR UNSECURED NOTES Semi Annual5.1 12/15/27	185,000	189,570	188,457
	EQUIFAX INC SENIOR UNSECURED GLOBAL NOTESemi Annual 5.1 6/1/28	75,000	74,777	76,628
	EQUIFAX INC SENIOR UNSECURED GLOBAL NOTESemi Annual 4.8 9/15/29	135,000	134,957	137,190
	ESSENTIAL UTILITIES INC SENIOR UNSECUREDGLOBAL NOTES Semi Annual 4.8 8/15/27	75,000	74,973	75,896
	ESSENTIAL PROPER SENIOR UNSECURED GLOBALNOTES Semi Annual 5.4 12/1/35	55,000	54,074	55,101
	EVERSOURCE ENERGY SENIOR UNSECURED GLOBALNOTES Semi Annual 4.6 7/1/27	553,000	543,488	556,758
	EXTRA SPACE STORAGE INC SENIOR UNSECUREDGLOBAL NOTES Semi Annual 5.7 4/1/28	65,000	66,857	67,156
	EXTRA SPACE STORAGE INC SENIOR UNSECUREDGLOBAL NOTES Semi Annual 3.5 7/1/26	396,000	398,702	394,793
	FS KKR CAPITAL CORP SENIOR UNSECURED GLOBALNOTES Semi Annual 7.88 1/15/29	25,000	24,830	25,881
	FS KKR CAPITAL CORP SENIOR UNSECURED GLOBALNOTES Semi Annual 6.13 1/15/30	70,000	69,783	68,903
	F&G GLOBAL FUNDING SECURED NOTES Semi Annual4.65 9/8/28	45,000	44,991	45,286
	FED CAISSES DESJARDINS SENIOR UNSECUREDNOTES Semi Annual 5.7 3/14/28	260,000	259,932	269,245
	FELLS POINT FUNDING TR SENIOR UNSECUREDNOTES Semi Annual 3.05 1/31/27	130,000	130,000	128,429
	FIFTH THIRD BANCORP SR UNSECURED GLOBAL ADJNOTES Semi Annual 0 9/6/30	320,000	325,853	325,161
	FIRST CITIZEN BANCSHARE SR UNSECURED GLOBALADJ NOTES Semi Annual 0 3/12/31	325,000	329,716	329,942
	FIRSTKEY HOMES TRUST 2021-SFR2 ABS SER.2021-SFR2 CL.A Monthly 1.38 9/17/26	614,726	614,708	602,529
	FORD CREDIT FLRPLN MSTR OWN A ABS SER.2025-1CL.A1 Monthly 4.63 4/15/30	615,000	614,853	625,212
	FORTITUDE GLOBAL FUNDING SECURED NOTES SemiAnnual 4.63 10/6/28	70,000	69,990	70,014
	FRONTIER ISSUER LLC 2023-1 ABS SER.2023-1 CL.A2Monthly 6.6 8/20/53	140,000	134,606	141,283
	FRONTIER ISSUER LLC 2024-1 ABS SER.2024-1 CL.A2Monthly 6.19 6/20/54	50,000	49,982	51,551

MARY KAY INC. PROFIT SHARING AND 401(k) PLAN
FORM 5500, SCHEDULE H, LINE 4(i) - SCHEDULE OF ASSETS (HELD AT END OF YEAR)
As of December 31, 2025

EIN: 75-1151701
Plan #: 001

(a) Party In Interest**	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment (shares)	(d) Cost*	(e) Current Value
	GATX CORP SENIOR UNSECURED GLOBAL NOTES SemiAnnual 5.4 3/15/27	50,000	\$ 49,957	\$ 50,712
	GATX CORP SENIOR UNSECURED GLOBAL NOTES SemiAnnual 5.5 6/15/35	127,000	131,643	130,139
	GMF FLRPLN OWNER REV TR 2024-1 ABS SER.2024-1CL.A1 Monthly 5.13 3/15/29	180,000	179,977	182,694
	GE HEALTHCARE TECHNOLOGIES INC SENIOR UNSECURED GLOBAL NOTES Semi Annual 4.15 12/15/28	35,000	35,000	35,096
	GM FNL CONS AUTO REC TR 2025-1 ABS SER.2025-1CL.A4 Monthly 4.73 8/16/30	1,300,000	1,298,950	1,325,331
	GARTNER INC SENIOR UNSECURED GLOBAL NOTES Semi Annual 5.6 11/20/35	168,000	167,987	167,549
	GENERAL MOTORS COMPANY SENIOR UNSECUREDGLOBAL NOTES Semi Annual 5.63 4/15/30	85,000	84,957	88,564
	GENERAL MOTORS FINL CO INC SENIOR UNSECUREDGLOBAL NOTES Semi Annual 5.05 4/4/28	410,000	410,461	417,557
	GENUINE PARTS CO SENIOR UNSECURED GLOBALNOTES Semi Annual 4.95 8/15/29	160,000	159,514	162,671
	GLAXOSMITHKLINE CAP INC SENIOR UNSECUREDGLOBAL NOTES Semi Annual 4.5 4/15/30	130,000	129,357	132,130
	GLENORE FUNDING LLC SENIOR UNSECURED NOTES Semi Annual 5.19 4/1/30	60,000	60,000	61,660
	GLOBAL PAYMENTS INC SENIOR UNSECURED GLOBALNOTES Semi Annual 4.88 11/15/30	169,000	168,948	169,188
	GLOBAL ATLANTIC FINANCE CO SUBORDINATED ADJNOTES Semi Annual 0 3/1/56	100,000	100,000	100,469
	GOLDMAN SACHS GROUP INC SR UNSECUREDGLOBAL ADJ NOTES Semi Annual 0 10/24/29	365,000	385,013	387,078
	GOLDMAN SACHS GROUP INC SR UNSECUREDGLOBAL ADJ NOTES Semi Annual 0 7/23/30	156,000	156,000	159,840
	GOLDMAN SACHS GROUP INC SR UNSECUREDGLOBAL ADJ NOTES Semi Annual 0 10/21/36	176,000	176,000	174,719
	GOLDMAN SACHS GROUP INC SENIOR UNSECUREDNOTES Semi Annual 3.69 6/5/28	217,000	213,749	215,845
	GOLDMAN SACHS GROUP INC SR UNSECUREDGLOBAL ADJ NOTES Semi Annual 0 2/24/28	711,000	661,095	699,910
	GOLDMAN SACHS PRIVATE CR SENIOR UNSECUREDNOTES Semi Annual 5.38 1/31/29	50,000	49,653	50,199
	GOLDMAN SACHS PRIVATE CR SENIOR UNSECUREDNOTES Semi Annual 5.88 1/31/31	25,000	24,688	25,028
	GOLUB CAPITAL BDC INC SENIOR UNSECUREDGLOBAL NOTES Semi Annual 2.5 8/24/26	115,000	114,127	113,250
	GOLUB CAPITAL BDC INC SENIOR UNSECUREDGLOBAL NOTES Semi Annual 7.05 12/5/28	40,000	42,249	42,209
	GOLUB CAPITAL BDC INC SENIOR UNSECUREDGLOBAL NOTES Semi Annual 6 7/15/29	5,000	4,944	5,112
	GOLUB CAPITAL CAP FND SENIOR UNSECURED NOTES Semi Annual 5.45 8/15/28	20,000	19,867	20,124
	HCA INC SENIOR UNSECURED NOTES Semi Annual 4.13 6/15/29	500,000	479,801	498,305
	HSBC HOLDINGS PLC SR UNSECURED GLOBAL ADJNOTES Semi Annual 0 11/19/28	200,000	200,000	203,703
	HSBC HOLDINGS PLC SR UNSECURED GLOBAL ADJNOTES Semi Annual 0 5/13/31	230,000	230,000	236,964
	HPS CORPORATE LENDING FUND SENIOR UNSECUREDGLOBAL NOTES Semi Annual 6.25 9/30/29	35,000	34,628	36,257
	HPS CORPORATE LENDING FUND SENIOR UNSECUREDNOTES Semi Annual 5.45 11/15/30	65,000	64,910	64,809
	HELMERICH & PAYNE INC SENIOR UNSECUREDGLOBAL NOTES Semi Annual 5.5 12/1/34	65,000	64,807	63,995
	HERCULES CAPITAL INC SENIOR UNSECURED NOTES Semi Annual 3.38 1/20/27	120,000	119,138	119,374
	HERTZ VEHICLE FIN LLC 2022-2A ABS SER.2022-2A CL.A Monthly 2.33 6/26/28	140,000	128,838	136,742
	HERTZ VEHICLE FIN LLC 2024-1A ABS SER.2024-1A CL.A Monthly 5.44 1/25/29	165,000	164,995	168,451
	HEWLETT PACKARD ENTERPRISE CO SENIOR UNSECURED GLOBAL NOTES Semi Annual 4.55 10/15/29	225,000	224,762	226,293
	HEWLETT PACKARD ENTERPRISE CO SENIOR UNSECURED GLOBAL NOTES Semi Annual 4.4 10/15/30	130,000	129,877	129,602
	HONDA AUTO REC OWN TR 2025-2 ABS SER.2025-2CL.A3 Monthly 4.15 10/15/29	840,000	839,906	845,138
	HOST HOTELS & RESORTS LP SENIOR UNSECUREDGLOBAL NOTES Semi Annual 4.25 12/15/28	545,000	542,488	545,534
	HUNTINGTON BANCSHARES SR UNSECURED GLOBALADJ NOTES Semi Annual 0 8/21/29	70,000	70,000	73,416
	HUNTINGTON BANCSHARES SR UNSECURED GLOBALADJ NOTES Semi Annual 0 1/15/31	80,000	80,000	82,316
	HYATT HOTELS CORP SENIOR UNSECURED GLOBALNOTES Semi Annual 5.25 6/30/29	85,000	84,572	87,496
	HYUNDAI CAPITAL AMERICA SENIOR UNSECUREDNOTES Semi Annual 5.15 3/27/30	105,000	104,794	107,566
	HYUNDAI CAPITAL AMERICA SENIOR UNSECUREDNOTES Semi Annual 4.25 9/18/28	40,000	39,920	40,014
	ILLUMINA INC SENIOR UNSECURED GLOBAL NOTES Semi Annual 4.65 9/9/26	80,000	79,944	80,257
	ILLUMINA INC SENIOR UNSECURED GLOBAL NOTES Semi Annual 4.75 12/12/30	90,000	89,966	90,860
	INVITATION HOME OPERATING LP SENIOR UNSECURED GLOBAL NOTES Semi Annual 2.3 11/15/28	530,000	482,385	503,967
	IQVIA INC SECURED GLOBAL NOTES Semi Annual 6.252/1/29	80,000	79,878	84,329
	JPMCC COMM MTG SEC TR 2016-JP2 ABS SER.2016-JP2CL.A3 Monthly 2.56 8/15/49	426,339	406,775	425,044
	JPMORGAN CHASE & CO SR UNSECURED GLOBAL ADJNOTES Semi Annual 0 6/1/29	140,000	140,000	133,687
	JPMORGAN CHASE & CO SR UNSECURED GLOBAL ADJNOTES Semi Annual 0 9/22/27	945,000	863,834	927,755
	JPMORGAN CHASE & CO SR UNSECURED GLOBAL ADJNOTES Semi Annual 0 4/22/30	135,000	135,000	140,836
	JEFFERIES FINANCIAL GROUP INC SENIOR UNSECURED GLOBAL NOTES Semi Annual 5.88 7/21/28	115,000	114,353	119,478
	JERSEY MIKES FUNDING 2024-1A ABS SER.2024-1ACL.A2 Quarterly 5.64 2/15/55	193,538	191,579	197,428
	KBC GROEP NV SENIOR UNSECURED ADJ NOTES Semi Annual 0 9/23/31	200,000	200,000	199,488
	KEYCORP SR UNSEC MEDIUM TERM NOTES Semi Annual 2.25 4/6/27	208,000	196,918	203,294
	KIMCO REALTY CORP SENIOR UNSECURED NOTES Semi Annual 3.8 4/1/27	286,000	263,435	285,687
	KINDER MORGAN INC SR UNSECURED GLOBAL NOTES Semi Annual 5.1 8/1/29	135,000	134,788	138,820
	KYNDRYL HOLDINGS INC SENIOR UNSECUREDGLOBAL NOTES Semi Annual 2.7 10/15/28	311,000	276,585	298,048
	LAD AUTO RCVBLS TRUST 2024-1A ABS SER.2024-1ACL.A4 Monthly 5.17 9/15/28	30,000	30,000	30,179
	LKQ CORP SENIOR UNSECURED NOTES Semi Annual 5.75 6/15/28	105,000	104,727	108,467
	LPL HOLDINGS INC SENIOR UNSECURED GLOBALNOTES Semi Annual 5.7 5/20/27	208,000	208,543	211,986
	LPL HOLDINGS INC SENIOR UNSECURED GLOBALNOTES Semi Annual 5.15 6/15/30	65,000	64,926	66,288
	LYB INT FINANCE III SENIOR UNSECURED GLOBALNOTES Semi Annual 5.13 1/15/31	34,000	33,934	34,126
	LAD AUTO RCVBLS TRUST 2024-3A ABS SER.2024-3ACL.A3 Monthly 4.52 3/15/29	45,000	44,998	45,195
	LAD AUTO RCVBLS TRUST 2023-4A ABS SER.2023-4ACL.B Monthly 6.39 10/16/28	50,000	49,990	50,851
	LAS VEGAS SANDS CORP SENIOR UNSECUREDGLOBAL NOTES Semi Annual 5.63 6/15/28	115,000	114,914	117,909
	LIBERTY UTILITIES CO SENIOR UNSECURED NOTES Semi Annual 5.58 1/31/29	110,000	109,996	113,625
	LINCOLN FIN GLBL FUNDING SECURED NOTES Semi Annual 4.63 5/28/28	90,000	89,973	90,855
	LOWES COS INC SENIOR UNSECURED GLOBAL NOTES Semi Annual 4.85 10/15/35	150,000	149,642	148,776
	M&T EQUIPMENT NOTES 2023-1A ABS SER.2023-1ACL.A3 Monthly 5.74 7/15/30	51,254	51,252	51,556
	M&T BANK CORPORATION SR UNSECURED GLOBALADJ NOTES Semi Annual 0 7/8/31	65,000	65,000	66,731
	MPLX LP SENIOR UNSECURED GLOBAL NOTES Semi Annual 4.13 3/1/27	325,000	318,559	325,145
	MSD INVESTMENT CORP SENIOR UNSECURED NOTES Semi Annual 6.25 5/31/30	30,000	29,687	30,189

MARY KAY INC. PROFIT SHARING AND 401(k) PLAN
FORM 5500, SCHEDULE H, LINE 4(i) - SCHEDULE OF ASSETS (HELD AT END OF YEAR)
As of December 31, 2025

EIN: 75-1151701
Plan #: 001

(a) Party In Interest**	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment (shares)	(d) Cost*	(e) Current Value
	MSD INVESTMENT CORP SENIOR UNSECURED NOTES	Semi Annual 6.13 2/5/31	20,000 \$	19,791 \$
	MAIN STREET CAPITAL CORP SENIOR UNSECURED	NOTES Semi Annual 3 7/14/26	29,000	29,505
	MAIN STREET CAPITAL CORP SENIOR UNSECURED	GLOBAL NOTES Semi Annual 6.5 6/4/27	40,000	40,385
	MAIN STREET CAPITAL CORP SENIOR UNSECURED	GLOBAL NOTES Semi Annual 5.4 8/15/28	30,000	29,997
	MARRIOTT INTERNATIONAL INC SENIOR UNSECURED	GLOBAL NOTES Semi Annual 5.55 10/15/28	150,000	149,151
	MASSMUTUAL GLOBAL FUNDING II SECURED	NOTES Semi Annual 4.95 1/10/30	380,000	379,818
	METRONET INFRA ISSUER 2025-2A ABS SER.2025-2ACL.A2	Monthly 5.4 8/20/55	50,000	49,996
	MICROCHIP TECHNOLOGY INC SENIOR UNSECURED	GLOBAL NOTES Semi Annual 5.05 2/15/30	85,000	84,934
	MICRON TECHNOLOGY INC SENIOR UNSECURED	GLOBAL NOTES Semi Annual 5.33 2/6/29	180,000	183,425
	MID AMERICA APARTMENTS LP SENIOR UNSECURED	GLOBAL NOTES Semi Annual 4.65 1/15/33	101,000	100,348
	MINITUBISHI HC FIN AMER SENIOR UNSECURED	NOTES Semi Annual 5.15 10/24/29	205,000	204,764
	MIZUHO FINANCIAL GROUP INC SR UNSECURED	GLOBAL ADJ NOTES Semi Annual 0 7/8/31	200,000	200,000
	MORGAN STANLEY SR UNSECURED GLOBAL ADJ	NOTES Semi Annual 0 4/18/30	195,000	195,000
	MORGAN STANLEY SR UNSECURED GLOBAL ADJ	NOTES Semi Annual 0 10/18/30	145,000	145,000
	MORGAN STANLEY SR UNSECURED GLOBAL ADJ	NOTES Semi Annual 0 1/15/31	115,000	115,000
	MORGAN STANLEY SR UNSECURED GLOBAL ADJ	NOTES Semi Annual 0 10/22/31	125,000	125,000
	MORGAN STANLEY DIRECT LENDING SENIOR UNSECURED	GLOBAL NOTES Semi Annual 6 5/19/30	23,000	22,753
	MOSAIC COMPANY (THE) SENIOR UNSECURED	GLOBAL NOTES Semi Annual 4.35 1/15/29	41,000	40,973
	MYLAN INC SENIOR UNSECURED GLOBAL NOTES	Semi Annual 4.55 4/15/28	325,000	319,794
	NATIONAL RURAL UTILS COOP FIN SR UNSECURED	MEDIUM TERM NOTES Semi Annual 5.6 11/13/26	145,000	144,949
	NEW MOUNTAIN FINANCE CORP SENIOR UNSECURED	GLOBAL NOTES Semi Annual 6.88 2/1/29	35,000	34,637
	NEW MOUNTAIN FINANCE CORP SENIOR UNSECURED	GLOBAL NOTES Semi Annual 6.2 10/15/27	40,000	39,745
	NEXTERA ENERGY CAPITAL SENIOR UNSECURED	GLOBAL NOTES Semi Annual 3.5 4/1/29	370,000	352,011
	NEXTERA ENERGY CAPITAL SENIOR UNSECURED	GLOBAL NOTES Semi Annual 4.69 9/1/27	80,000	80,253
	NISOURCE INC SENIOR UNSECURED GLOBAL	NOTES Semi Annual 5.2 7/1/29	110,000	109,778
	NORTH HAVEN PRIVATE INC SENIOR UNSECURED	NOTES Semi Annual 5.13 9/25/28	35,000	34,753
	NSTAR ELECTRIC CO SENIOR UNSECURED GLOBAL	NOTES Semi Annual 4.85 3/1/30	95,000	94,823
	OMEGA HEALTHCARE INVESTORS INC SENIOR UNSECURED	GLOBAL NOTES Semi Annual 5.2 7/1/30	95,000	94,162
	ORACLE CORP SENIOR UNSECURED GLOBAL	NOTES Semi Annual 2.65 7/15/26	325,000	323,645
	ORACLE CORP SENIOR UNSECURED GLOBAL	NOTES Semi Annual 2.8 4/1/27	457,000	414,572
	BLUE OWL CREDIT INCOME SENIOR UNSECURED	NOTES Semi Annual 7.95 6/13/28	30,000	29,834
	BLUE OWL CAPITAL CORP I SENIOR UNSECURED	GLOBAL NOTES Semi Annual 8.45 11/15/26	55,000	54,748
	BLUE OWL TECHNOLOGY FINANCE SENIOR UNSECURED	GLOBAL NOTES Semi Annual 6.75 4/4/29	85,000	84,112
	PNC FINANCIAL SERVICES GROUP SR UNSECURED	GLOBAL ADJ NOTES Semi Annual 0 5/14/30	506,000	509,299
	PPG INDUSTRIES INC SENIOR UNSECURED GLOBAL	NOTES Semi Annual 4.38 3/15/31	110,000	109,527
	PVH CORP SENIOR UNSECURED GLOBAL NOTES	Semi Annual 5.5 6/13/30	97,000	96,874
	PACIFIC GAS & ELECTRIC CO 1ST LIEN 1ST MORTGAGE	NOTES Semi Annual 5 6/4/28	35,000	34,940
	PACIFIC LIFE GLOBAL FUNDING II SECURED	NOTES Semi Annual 4.85 2/10/30	130,000	129,955
	PLAINS ALL AMERN PIPELINE LP SENIOR UNSECURED	GLOBAL NOTES Semi Annual 4.5 12/15/26	405,000	384,742
	PLAINS ALL AMERN PIPELINE LP SENIOR UNSECURED	GLOBAL NOTES Semi Annual 5.6 1/15/36	60,000	59,879
	PLANET FITNESS MSTR 2025-1A ABS SER.2025-1ACL.A2	Quarterly 5.27 12/6/55	50,000	50,000
	POLARIS INC SENIOR UNSECURED GLOBAL	NOTES Semi Annual 5.6 3/1/31	45,000	44,973
	PRINCIPAL LIFE GLOBAL FDG II SECURED	NOTES Semi Annual 5.1 1/25/29	190,000	186,723
	PROGRESS RESIDENT TR 2021-SFR8 ABS SER.2021-SFR8	CL.C Monthly 1.93 10/17/38	385,000	382,744
	PROLOGIS TARGETED US LOGISTICS SENIOR UNSECURED	NOTES Semi Annual 4.25 1/15/31	40,000	39,876
	PROTECTIVE LIFE CORP SENIOR UNSECURED	NOTES Semi Annual 4.7 1/15/31	67,000	66,848
	PUBLIC STORAGE SENIOR UNSECURED GLOBAL	NOTES Semi Annual 4.38 7/1/30	85,000	84,751
	QTS 2025-1A ABS SER.2025-1A CL.A2	Monthly 5.44 5/25/55	160,000	161,169
	QUANTA SERVICES INC SENIOR UNSECURED GLOBAL	NOTES Semi Annual 4.3 8/9/28	350,000	349,871
	REGIONS FINANCIAL CORP SR UNSECURED GLOBAL	ADJ NOTES Semi Annual 0 6/6/30	505,000	512,424
	RELIANCE STANDARD LIFE GLOBAL SECURED	NOTES Semi Annual 5.24 2/2/26	55,000	55,000
	RETAINED VANTAGE DATA 2024-1A ABS SER.2024-1ACL.A2	Monthly 4.99 9/15/49	315,000	315,000
	RGA GLOBAL FUNDING SECURED NOTES	Semi Annual 4.6 11/25/30	108,000	107,856
	ROPER TECHNOLOGIES INC SENIOR UNSECURED	GLOBAL NOTES Semi Annual 4.25 9/15/28	35,000	34,991
	RYDER SYSTEM INC SENIOR UNSECURED GLOBAL	NOTES Semi Annual 4.95 9/1/29	105,000	104,575
	SBL HOLDINGS INC SENIOR UNSECURED	NOTES Semi Annual 7.2 10/30/34	115,000	114,645
	SBL HOLDINGS INC SENIOR UNSECURED	NOTES Semi Annual 5.9 9/26/28	49,000	48,940
	SBNA AUTO LEASE TRUST 2024-C ABS SER.2024-CCL.A3	Monthly 4.56 2/22/28	21,865	21,863
	SBNA AUTO LEASE TRUST 2024-A ABS SER.2024-ACL.A3	Monthly 5.39 11/20/26	8,621	8,621
	SEB FUNDING LLC 2021-1A ABS SER.2024-1A CL.A2	Quarterly 7.39 4/30/54	80,000	80,000
	SCF EQUIPMENT TR LLC 2025-1A ABS SER.2025-1ACL.A3	Monthly 5.11 11/21/33	100,000	99,993
	SBNA AUTO LEASE TRUST 2024-B ABS SER.2024-BCL.A3	Monthly 5.56 11/22/27	57,374	57,366
	SCF EQUIPMENT TR LLC 2025-2A ABS SER.2025-2ACL.A3	Monthly 4.33 6/20/36	100,000	99,984
	SAMMONS FINANCIAL GLOBAL SECURED	NOTES Semi Annual 4.95 6/12/30	160,000	159,790
	SANOFI SENIOR UNSECURED GLOBAL	NOTES Semi Annual 4.2 11/3/32	99,000	98,792
	SANTANDER DR AUTO RE TR 2023-5 ABS SER.2023-5CL.B	Monthly 6.16 12/17/29	120,000	119,970
	SANTANDER DR AUTO RE TR 2024-3 ABS SER.2024-3CL.A3	Monthly 5.63 1/16/29	49,596	49,591
	SANTANDER DR AUTO RE TR 2024-4 ABS SER.2024-4CL.A3	Monthly 4.85 1/16/29	7,643	7,642
	SANTANDER DR AUTO RE TR 2025-4 ABS SER.2025-4CL.A3	Monthly 4.17 4/15/30	65,000	64,996
	SANTANDER DR AUTO RE TR 2023-4 ABS SER.2023-4CL.B	Monthly 5.77 12/15/28	115,000	114,975
	SEMPRA ENERGY SENIOR UNSECURED GLOBAL	NOTES Semi Annual 3.4 2/1/28	321,000	311,386
	SEMPRA ENERGY SENIOR UNSECURED GLOBAL	NOTES Semi Annual 5.4 8/1/26	35,000	34,869
	SHENTEL ISSUER LLC 2025-1A ABS SER.2025-1A CL.A2	Monthly 5.64 12/20/55	125,000	124,950
	SIXTH STREET LENDING PARTNERS SENIOR UNSECURED	GLOBAL NOTES Semi Annual 6.5 3/11/29	85,000	84,222

MARY KAY INC. PROFIT SHARING AND 401(k) PLAN
FORM 5500, SCHEDULE H, LINE 4(i) - SCHEDULE OF ASSETS (HELD AT END OF YEAR)

As of December 31, 2025

EIN: 75-1151701
Plan #: 001

(a) Party In Interest**	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment (shares)	(d) Cost*	(e) Current Value
	SKANDINAVISKA ENSKILDA BANKEN SENIOR NONPREFERRED NOTES Semi Annual 4.5 9/3/30	300,000	\$ 299,868	\$ 301,253
	SOUTHWEST AIRLINES CO SENIOR UNSECUREDGLOBAL NOTES Semi Annual 5.13 6/15/27	221,000	225,002	223,783
	SOUTHWEST AIRLINES CO SENIOR UNSECUREDGLOBAL NOTES Semi Annual 4.38 11/15/28	80,000	79,961	80,167
	SPRINT CAPITAL CORP SENIOR UNSECURED GLOBALNOTES Semi Annual 6.88 11/15/28	203,000	216,337	217,845
	STACK INFRASTRUCTURE 2025-1A ABS SER.2025-1ACL.A2 Monthly 5 5/25/50	175,000	171,564	172,436
	STELLANTIS FINANCIAL SER SENIOR UNSECUREDNOTES Semi Annual 4.95 9/15/28	200,000	199,890	202,748
	SUBWAY FUNDING LLC 2024-1A ABS SER.2024-1ACL.A2I Quarterly 6.03 7/30/54	128,700	130,505	130,469
	SWEDBANK AB SENIOR NON PREFERRED NOTES SemiAnnual 5.41 3/14/29	210,000	210,000	217,313
	TD SYNnex CORP SENIOR UNSECURED GLOBALNOTES Semi Annual 4.3 1/17/29	70,000	69,938	69,873
	SYNCHRONY FINANCIAL SR UNSECURED GLOBAL ADJNOTES Semi Annual 0 8/2/30	70,000	70,000	72,952
	SYNCHRONY FINANCIAL SR UNSECURED GLOBAL ADJNOTES Semi Annual 0 3/6/31	45,000	45,000	46,139
	SYSCO CORP SENIOR UNSECURED GLOBAL NOTESSemi Annual 5.75 1/17/29	473,000	493,613	494,343
	CARLYLE SECURED LENDING SENIOR UNSECUREDGLOBAL NOTES Semi Annual 5.75 2/15/31	55,000	54,688	54,146
	T-MOBILE USA INC 1ST LIEN GLOBAL NOTES SemiAnnual 3.75 4/15/27	222,000	209,912	221,303
	TPG OPERATING GROUP II SENIOR UNSECUREDGLOBAL NOTES Semi Annual 5.38 1/15/36	115,000	114,065	114,626
	TAKE TWO INTERACTIVE SOFTWARE SENIOR UNSECURED GLOBAL NOTES Semi Annual 4.95 3/28/28	150,000	149,820	152,906
	TAKE TWO INTERACTIVE SOFTWARE SENIOR UNSECURED GLOBAL NOTES Semi Annual 5.4 6/12/29	35,000	34,941	36,210
	TARGA RESOURCES CORP SENIOR UNSECUREDGLOBAL NOTES Semi Annual 4.35 1/15/29	93,000	92,942	93,258
	THERMO FISHER SCIENTIFIC INC SENIOR UNSECUREDGLOBAL NOTES Semi Annual 4.47 10/7/32	125,000	125,000	125,398
	TORONTO DOMINION BANK SENIOR UNSECUREDGLOBAL NOTES Semi Annual 4.57 6/2/28	260,000	260,000	263,297
	TOYOTA LEASE OWNER TR 2024-B ABS SER.2024-BCL.A3 Monthly 4.21 9/20/27	235,000	234,973	235,406
	TOYOTA MOTOR CREDIT CORP SENIOR UNSECUREDGLOBAL NOTES Semi Annual 4.65 9/3/32	100,000	99,983	100,931
	TRUSTAGE FINANCIAL GROUP SENIOR UNSECUREDNOTES Semi Annual 4.63 4/15/32	65,000	64,529	62,660
	TRUIST FINANCIAL CORP SR UNSEC ADJ MED TERMNOTES Semi Annual 0 10/30/29	410,000	438,024	442,299
	TRUIST FINANCIAL CORP SR UNSEC ADJ MED TERMNOTES Semi Annual 0 1/24/30	195,000	199,986	201,890
	UBS AG SENIOR UNSECURED ADJ NOTES Semi Annual 0 11/6/33	205,000	205,000	205,197
	UBS COMMERCIAL MTG TR 2017-C5 ABS SER.2017-C5CL.ASB Monthly 3.35 11/15/50	170,443	184,505	169,146
	USB AUTO OWNER TR 2025-1A ABS SER.2025-1A CLA.A3Monthly 4.49 6/17/30	15,000	14,997	15,152
	US BANCORP SR UNSECURED GLOBAL ADJ NOTESSemi Annual 0 6/12/29	448,000	448,000	465,653
	US BANCORP SR UNSECURED GLOBAL ADJ NOTESSemi Annual 0 5/15/31	110,000	110,000	113,387
	UNIVERSAL HEALTH SERVICES INC SECURED GLOBALNOTES Semi Annual 4.63 10/15/29	60,000	59,974	60,235
	VANTAGE DATA CNTRS LLC 2025-1A ABS SER.2025-1ACL.A2 Monthly 5.13 8/15/55	165,000	165,000	163,832
	VICI PROPERTIES LP SENIOR UNSECURED GLOBALNOTES Semi Annual 4.75 4/1/28	50,000	49,865	50,526
	VMWARE INC SENIOR UNSECURED GLOBAL NOTESSemi Annual 1.4 8/15/26	352,000	307,912	346,799
	VOLKSWAGEN GROUP AMERICA SENIOR UNSECUREDNOTES Semi Annual 5.25 3/22/29	245,000	243,981	250,214
	VSTRONG AUTO RCVBLS TR 2024-A ABS SER.2024-ACL.B Monthly 5.77 7/15/30	23,000	22,998	23,360
	WELLS FARGO & CO SR UNSEC ADJ MED TERM NOTESSemi Annual 0 2/11/31	623,000	555,822	581,872
	WELLS FARGO & CO SR UNSECURED GLOBAL ADJNOTES Semi Annual 0 7/25/29	652,000	640,975	675,392
	WELLS FARGO & CO SR UNSECURED GLOBAL ADJNOTES Semi Annual 0 4/22/28	230,000	230,000	234,761
	WESTERN-SOUTHERN GLOBAL SECURED NOTES SemiAnnual 4.5 7/16/28	135,000	134,943	136,007
	WESTERN-SOUTHERN GLOBAL SECURED NOTES SemiAnnual 4.7 12/10/32	155,000	154,836	154,086
	WHEELS FLEET LEAS FNDG 2023-2A ABS SER.2023-1ACL.A Monthly 5.8 4/18/38	53,411	53,409	53,752
	WHEELS FLEET LEAS FNDG 2024-1A ABS SER.2024-1ACL.A1 Monthly 5.49 2/18/39	61,342	61,337	62,101
	WHEELS FLEET LEAS FNDG 2024-2A ABS SER.2024-2ACL.A1 Monthly 4.87 6/21/39	76,439	76,437	77,192
	WHEELS FLEET LEAS FNDG 2024-3A ABS SER.2024-3ACL.A1 Monthly 4.8 9/19/39	165,883	165,873	167,633
	WILLIAMS COMPANIES INC SENIOR UNSECUREDGLOBAL NOTES Semi Annual 5.4 3/2/26	145,000	144,865	145,316
	WILLIAMS PARTNERS LP SENIOR UNSECURED NOTESSemi Annual 3.75 6/15/27	405,000	397,747	403,376
	WILLIS NORTH AMERICA INC SENIOR UNSECUREDGLOBAL NOTES Semi Annual 4.65 6/15/27	198,000	197,018	199,539
	WILLIS NORTH AMERICA INC SENIOR UNSECUREDGLOBAL NOTES Semi Annual 4.55 3/15/31	80,000	79,872	80,115
	WISCONSIN PUBLIC SERVICE CORP SENIOR UNSECURED GLOBAL NOTES Semi Annual 4.55 12/1/29	45,000	44,964	45,811
	XCEL ENERGY INC SENIOR UNSECURED GLOBALNOTES Semi Annual 4.75 3/21/28	30,000	29,920	30,389
	ZAYO GROUP LLC 2025-2A ABS SER.2025-2A CL.A2Monthly 5.95 6/20/55	140,000	140,000	143,391
	Total Corporate Debt-Other			\$ 60,702,589
Corporate Debt-Preferred				
	ALLY AUTO REC TR 2022-3 ABS SER.2022-3 CL.A3Monthly 5.07 4/15/27	4,155	\$ 4,115	\$ 4,158
	ALLY AUTO REC TR 2025-1 ABS SER.2025-1 CL.A3Monthly 3.96 3/15/30	40,000	39,994	40,132
	AMAZON.COM INC SENIOR UNSECURED GLOBALNOTES Semi Annual 4.65 11/20/35	180,000	179,559	179,272
	AMERICREDIT AUTO REC TR 2024-1 ABS SER.2024-1CL.A3 Monthly 5.43 1/18/29	94,799	94,790	95,516
	AMERICAN CREDIT ACCEP 2023-3 ABS SER.2023-3CL.C Monthly 6.44 10/12/29	33,493	33,489	33,639
	AM EX CREDIT ACCT MASTER TRUST ABS SER.2023-1CL.A Monthly 4.87 5/15/28	815,000	818,938	817,981
	AMERICAN NATIONAL GLOBAL FNDG SECURED NOTESSemi Annual 5.55 1/28/30	54,000	53,886	55,448
	AMERICAN NATIONAL GLOBAL FNDG SECURED NOTESSemi Annual 4.63 12/15/28	66,000	65,956	66,272
	AMERICREDIT AUTO REC TR 2023-1 ABS SER.2023-1CL.B Monthly 5.57 3/20/28	210,000	209,956	211,594
	ELEVANCE HEALTH INC SENIOR UNSECURED GLOBALNOTES Semi Annual 4 9/15/28	150,000	149,921	149,773
	APOLLO GLOBAL MANAGEMENT INC SENIOR UNSECURED GLOBAL NOTES Semi Annual 5.15 8/12/35	44,000	43,641	44,079
	ATHENE GLOBAL FUNDING SECURED NOTES SemiAnnual 5.38 1/7/30	165,000	165,000	168,702
	BA CREDIT TR 2025-A1 ABS SER.2024-A1 CL.A Monthly4.93 5/15/29	825,000	829,042	837,925
	BA CREDIT TR 2025-A1 ABS SER.2025-A1 CL.A Monthly4.31 5/15/30	445,000	444,998	450,350
	BANK OF NEW YORK MELLON CORP SR UNSECUREDGLOBAL ADJ NOTES Semi Annual 0 10/25/28	371,000	385,974	383,426
	BANK OF NEW YORK MELLON CORP SR UNSECUREDGLOBAL ADJ NOTES Semi Annual 0 2/11/31	170,000	170,000	174,810
	BANK OF AMERICA NA SENIOR UNSECURED NOTESSemi Annual 5.53 8/18/26	250,000	250,000	252,270
	BANQUE FED CRED MUTUEL SA SENIOR PREFERREDNOTES Semi Annual 5.54 1/22/30	375,000	375,000	389,590
	BENCHMARK MTGE TRUST 2025-V13 ABS ADJ SER. 2025-V13 CL.A4 Monthly 0 2/15/58	195,000	200,848	204,814

MARY KAY INC. PROFIT SHARING AND 401(k) PLAN
FORM 5500, SCHEDULE H, LINE 4(i) - SCHEDULE OF ASSETS (HELD AT END OF YEAR)

As of December 31, 2025

EIN: 75-1151701
Plan #: 001

(a) Party In Interest**	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment (shares)	(d) Cost*	(e) Current Value
	CLOUD CAPITAL HOLDCO 2024-1A ABS SER.2024-1ACL.A2 Monthly 5.78 11/22/49	175,000	\$ 175,000	\$ 176,274
	BRIDGECREST AUTO SEC TR 2025-3 ABS SER.2025-3CL.A3 Monthly 4.66 1/15/29	80,000	79,997	80,340
	BRIDGECREST AUTO SEC TR 2024-3 ABS SER.2024-3CL.B Monthly 5.37 10/16/28	55,000	55,000	55,273
	CARGILL INC SENIOR UNSECURED NOTES Semi Annual4.13 10/23/30	150,000	149,612	149,350
	CARMAX AUTO OWNER TRUST 2024-4 ABS SER.2024-4CL.A3 Monthly 4.6 10/15/29	135,000	134,975	136,424
	CARMAX AUTO OWNER TRUST 2023-2 ABS SER.2023-2CL.A3 Monthly 5.05 1/18/28	121,463	121,450	122,038
	CARMAX AUTO OWNER TRUST 2024-3 ABS SER.2024-3CL.A4 Monthly 4.85 1/15/30	745,000	747,299	760,379
	CARMAX AUTO OWNER TRUST 2025-2 ABS SER.2025-2CL.A3 Monthly 4.48 3/15/30	55,000	54,992	55,598
	CARVANA AUTO REC TR 2025-P3 ABS SER.2025-P3CL.A3 Monthly 4.04 11/11/30	20,000	19,999	20,055
	CARVANA AUTO REC TR 2023-P1 ABS SER.2023-P1CL.A3 Monthly 5.98 12/10/27	22,365	22,361	22,404
	CARVANA AUTO REC TR 2024-P2 ABS SER.2024-P2CL.A3 Monthly 5.33 7/10/29	44,891	44,885	45,228
	CARVANA AUTO REC TR 2024-P3 ABS SER.2024-P3CL.A3 Monthly 4.26 10/10/29	166,251	166,247	166,595
	CHASE AUTO OWNER TR 2024-5A ABS SER.2024-5ACL.A3 Monthly 4.18 8/27/29	55,000	54,994	55,180
	CHEVRON USA INC SENIOR UNSECURED GLOBALNOTES Semi Annual 4.69 4/15/30	95,000	94,991	97,189
	CHUBB INA HOLDINGS LLC SENIOR UNSECUREDGLOBAL NOTES Semi Annual 4.65 8/15/29	190,000	189,818	194,197
	CITIBANK NA SENIOR UNSECURED ADJ NOTES SemiAnnual 0 11/19/27	250,000	250,000	251,801
	CITIZENS AUTO RCVBLS TR 2024-1 ABS SER.2024-1CL.A3 Monthly 5.11 4/17/28	25,942	25,942	26,085
	COMPASS DATACENTERS 2025-1A ABS SER.2025-1ACL.A2 Monthly 5.66 2/25/50	55,000	55,000	55,634
	CREDIT ACCEPTANCE AUTO 2023-1A ABS SER.2023-1ACL.A Monthly 6.48 3/15/33	22,068	22,066	22,086
	CREDIT ACCEPTANCE AUTO 2023-2A ABS SER.2023-2ACL.B Monthly 6.61 7/15/33	210,000	209,976	211,643
	DNB BANK ASA SR PREFERRED ADJ NOTES SemiAnnual 0 11/5/30	235,000	235,000	239,632
	DENSO CORP SENIOR UNSECURED NOTES Semi Annual1.24 9/16/26	200,000	200,000	196,143
	ENTERPRISE FLEET FIN 2025-4 ABS SER.2025-4 CL.A2Monthly 4.05 8/20/28	60,000	59,998	60,101
	ENTERPRISE FLEET FIN 2022-3 ABS SER.2022-3 CL.A2Monthly 4.38 7/20/29	2,084	2,084	2,085
	ENTERPRISE FLEET FIN 2023-2 ABS SER.2023-2 CL.A2Monthly 5.56 4/22/30	28,778	28,773	28,938
	ENTERPRISE FLEET FIN 2024-1 ABS SER.2024-1 CL.A3Monthly 5.16 9/20/30	50,000	49,985	50,956
	ENTERPRISE FLEET FIN 2024-3 ABS SER.2024-3 CL.A4Monthly 5.06 3/20/31	65,000	64,999	66,511
	ENTERPRISE FLEET FIN 2025-3 ABS SER.2025-3 CL.A2Monthly 4.5 4/20/28	75,000	74,996	75,380
	ENTERPRISE FLEET FIN 2025-1 ABS SER.2025-1 CL.A3Monthly 4.82 2/20/29	210,000	210,805	213,558
	EQUITABLE AMERICA GLOBAL SECURED NOTES SemiAnnual 4.95 6/9/30	125,000	124,874	127,306
	EXETER AUTO REC TRUST 2024-4A ABS SER.2024-4ACL.C Monthly 5.48 8/15/30	50,000	49,990	50,558
	META PLATFORMS INC SENIOR UNSECURED GLOBALNOTES Semi Annual 4.6 11/15/32	230,000	229,982	231,849
	FIRST INV AUTO OWN TR 2025-1A ABS SER.2025-1ACL.C Monthly 4.75 12/15/31	80,000	79,994	80,144
	FLAGSHIP CREDIT AUTO TR 2023-2 ABS SER.2023-2CL.C Monthly 5.81 5/15/29	110,000	109,995	109,863
	FORD CREDIT AUTO OWN TR 2023-B ABS SER.2023-BCL.B Monthly 5.56 3/15/29	330,000	336,149	336,041
	FORD CREDIT FLRPLN MSTR OWN A ABS SER.2024-1CL.A1 Monthly 5.29 4/15/29	190,000	189,963	193,361
	FORD CREDIT AUTO OWN TR 2024-B ABS SER.2024-BCL.A4 Monthly 4.96 5/15/30	920,000	919,958	940,319
	FORD CREDIT AUTO OWN TR 2025-1 ABS ADJ SER.2025-1 CL.A Monthly 0 8/15/37	245,000	244,941	251,774
	FORD CREDIT AUTO OWN TR 2021-1 ABS SER.2021-1CL.A Monthly 1.37 10/17/33	140,000	139,999	138,889
	GECU AUTO RCVBLS TR 2023-1A ABS SER.2023-1ACL.A3 Monthly 5.63 8/15/28	58,248	58,238	58,528
	GLS AUTO SELECT REC TR 2024-4A ABS SER.2024-4ACL.A2 Monthly 4.43 12/17/29	34,424	34,423	34,546
	GLS AUTO SELECT REC TR 2025-3A ABS SER.2025-3ACL.A2 Monthly 4.68 10/15/30	82,988	82,987	83,505
	GLS AUTO SELECT REC TR 2025-4A ABS SER.2025-4ACL.A2 Monthly 4.17 2/17/31	35,000	34,998	35,116
	GLS AUTO REC TRUST 2024-2A ABS SER.2024-2A CL.BMonthly 5.77 11/15/28	105,000	104,986	105,697
	GLS AUTO REC TRUST 2024-3A ABS SER.2024-3A CL.BMonthly 5.08 1/16/29	50,000	49,995	50,307
	GLS AUTO SELECT REC TR 2024-3A ABS SER.2024-3ACL.A2 Monthly 5.59 10/15/29	44,295	44,295	44,764
	GLS AUTO SELECT REC TR 2024-2A ABS SER.2024-2ACL.A2 Monthly 5.58 6/17/30	11,810	11,809	11,946
	GM FNL CONS AUTO REC TR 2024-2 ABS SER.2024-2CL.B Monthly 5.28 10/16/29	200,000	199,951	203,583
	GM FNCL AUTO LEASING TR 2024-3 ABS SER.2024-3CL.A3 Monthly 4.21 10/20/27	50,000	49,994	50,077
	GOLDMAN SACHS BANK USA SENIOR UNSECURED ADJNOTES Semi Annual 0 5/21/27	165,000	165,000	165,865
	GUARDIAN LIFE GLOBAL FUNDING SECURED NOTES Semi Annual 4.4 12/11/30	240,000	240,000	240,855
	HONEYWELL INTERNATIONAL INC SENIOR UNSECURED GLOBAL NOTES Semi Annual 4.7 2/1/30	185,000	184,841	189,066
	HUNTINGTON AUTO TRUST 2024-1A ABS SER.2024-1ACL.A3 Monthly 5.23 1/16/29	56,373	56,371	56,924
	HYUNDAI AUTO REC TR 2025-B ABS SER.2025-B CL.A3Monthly 4.36 12/17/29	40,000	39,996	40,382
	JACKSON NATL LIFE GLBL FUNDING SECURED NOTES Semi Annual 4.7 6/5/28	150,000	149,991	151,503
	JACKSON NATL LIFE GLBL FUNDING SECURED NOTES Semi Annual 4.55 9/9/30	80,000	79,838	79,690
	KKR & CO INC SENIOR UNSECURED GLOBAL NOTES Semi Annual 5.1 8/7/35	67,000	66,834	67,000
	KAISER FOUNDATION HOSPITALS SENIOR UNSECUREDNOTES Semi Annual 3.15 5/1/27	425,000	423,449	421,521
	LAD AUTO RCVBLS TRUST 2024-2A ABS SER.2024-2ACL.A3 Monthly 5.61 8/15/28	38,826	38,822	39,052
	MERCK & CO INC SENIOR UNSECURED GLOBAL NOTES Semi Annual 4.95 9/15/35	62,000	61,994	62,964
	MERCK & CO INC SENIOR UNSECURED GLOBAL NOTES Semi Annual 4.75 12/4/35	75,000	74,764	74,720
	MITSUBISHI CORP SENIOR UNSECURED NOTES Semi Annual 5 7/2/29	220,000	219,144	226,155
	MORGAN STANLEY PRIVATE BANK SENIOR UNSECURED ADJ NOTES Semi Annual 0 11/19/31	250,000	250,000	250,654
	NLG GLOBAL FUNDING SECURED NOTES Semi Annual5.4 1/23/30	30,000	29,999	30,835
	NLG GLOBAL FUNDING SECURED NOTES Semi Annual4.35 9/15/30	135,000	134,760	133,223
	NATIONWIDE BUILDING SOCIETY SENIOR PREFERREDNOTES Semi Annual 5.13 7/29/29	315,000	315,000	323,585
	NAVIENT STUDENT LN TR 2020-GA ABS SER.2020-GACL.A Monthly 1.17 9/16/69	14,573	14,570	13,754
	NEW YORK LIFE GLOBAL FUNDING SECURED NOTES Semi Annual 5 6/6/29	190,000	189,635	194,975
	NEXTGEAR FLOOR MSTR TR 2024-1A ABS SER.2024-1ACL.A2 Monthly 5.12 3/15/29	190,000	189,963	192,598
	NEXTGEAR FLOOR MSTR TR 2025-2A ABS SER.2025-2ACL.A2 Monthly 4.23 10/15/30	110,000	109,992	110,192
	NORTHWESTERN MUTUAL GLBL FNDG SECUREDNOTES Semi Annual 4.9 6/12/28	135,000	134,958	137,993
	NOVARTIS CAPITAL CORP SENIOR UNSECUREDGLOBAL NOTES Semi Annual 4.1 11/5/30	195,000	194,415	194,792
	OCTANE RECEIVABLES TR 2024-2A ABS SER.2024-2ACL.A2 Monthly 5.8 7/20/32	52,915	52,912	53,355
	OCTANE RECEIVABLES TR 2025-1A ABS SER.2025-1ACL.A2 Monthly 4.25 2/20/31	105,000	104,986	105,102

MARY KAY INC. PROFIT SHARING AND 401(k) PLAN
FORM 5500, SCHEDULE H, LINE 4(i) - SCHEDULE OF ASSETS (HELD AT END OF YEAR)
As of December 31, 2025

EIN: 75-1151701
Plan #: 001

(a) Party In Interest**	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment (shares)	(d) Cost*	(e) Current Value
	PNC BANK NA SENIOR UNSECURED ADJ NOTES SemiAnnual 0 7/21/28	290,000	\$ 290,000	\$ 291,940
	PENFED AUTO REC OWN TR 2024-A ABS SER.2024-ACL.A3 Monthly 4.7 6/15/29	50,000	49,995	50,221
	PRESTIGE AUTO REC TR 2023-1A ABS SER.2023-1ACL.C Monthly 5.65 2/15/28	49,221	49,221	49,271
	PRICOA GLOBAL FUNDING 1 SECURED NOTES SemiAnnual 4.75 8/26/32	150,000	149,876	151,016
	PROCTER & GAMBLE CO SENIOR UNSECURED GLOBALNOTES Semi Annual 4.1 11/3/32	120,000	119,899	119,291
	PROTECTIVE LIFE GLOBAL FUNDING SECURED NOTES Semi Annual 5.22 6/12/29	155,000	155,000	159,686
	PUBLIC SVC CO NEW HAMPSHIRE 1ST LIEN 1STMORTGAGE NOTES Semi Annual 4.4 7/1/28	65,000	64,938	65,607
	RGA GLOBAL FUNDING SECURED NOTES Semi Annual 5 8/25/32	170,000	169,850	171,288
	RIO TINTO FINANCE USA PLC SENIOR UNSECUREDGLOBAL NOTES Semi Annual 4.88 3/14/30	170,000	169,969	174,648
	ROYAL BANK OF CANADA SR UNSECURED GLOBALADJ NOTES Semi Annual 0 2/4/31	60,000	60,000	61,771
	ROYAL BANK OF CANADA SR UNSECURED GLOBALADJ NOTES Semi Annual 0 8/6/29	285,000	285,000	287,768
	SFS AUTO RCVBLS SEC TR 2023-1A ABS SER.2023-1ACL.A3 Monthly 5.47 10/20/28	48,158	48,153	48,469
	SFS AUTO RECEIVABLES 2025-2A ABS SER.2025-2ACL.A3 Monthly 4.44 12/20/30	110,000	109,993	110,941
	SFS AUTO RCVBLS SEC TR 2024-3A ABS SER.2024-3ACL.A3 Monthly 4.55 6/20/30	35,000	34,996	35,232
	SANTANDER DR AUTO RE TR 2023-3 ABS SER.2023-3CL.C Monthly 5.77 11/15/30	40,000	40,045	40,742
	SANTANDER DR AUTO RE TR 2023-1 ABS SER.2023-1CL.C Monthly 5.09 5/15/30	70,578	70,384	71,035
	SIERRA TIMSHR REC V FDG 2024-2A ABS SER.2024-2ACL.A Monthly 5.14 6/20/41	45,774	45,762	46,485
	SREIT TRUST 2021-PALM ABS FLOAT SER.2021-PALMCL.A Monthly 0 10/15/34	265,000	263,818	264,593
	STELLANTIS FNCL UW TR 2025-CA ABS SER.2025-CACL.A3 Monthly 4.11 4/20/29	175,000	174,986	175,247
	TEXAS INSTRUMENTS INC SENIOR UNSECUREDGLOBAL NOTES Semi Annual 4.6 2/15/28	375,000	384,015	380,869
	TOYOTA MOTOR CREDIT CORP SENIOR UNSECUREDGLOBAL NOTES Semi Annual 5.05 5/16/29	95,000	94,797	97,993
	TOYOTA AUTO RCVBLS TR 2024-D ABS SER.2024-DCL.A4 Monthly 4.43 4/15/30	1,120,000	1,121,317	1,134,155
	US BANCORP SR UNSECURED GLOBAL ADJ NOTES Semi Annual 0 7/22/28	309,000	311,537	311,561
	VERIZON MASTER TRUST 2024-6 ABS SER.2024-6CL.A1A Monthly 4.17 8/20/30	195,000	194,949	196,188
	VERIZON MASTER TRUST 2025-1 ABS SER.2025-1 CL.A Monthly 4.71 1/21/31	1,075,000	1,074,720	1,093,682
	WF CARD ISSUANCE TRUST 2025-A1 ABS SER.2025-A1CL.A Monthly 4.34 5/15/30	550,000	549,828	557,427
	WESTLAKE AUTO REC TR 2023-3A ABS SER.2023-3ACL.C Monthly 6.02 9/15/28	145,000	144,990	146,540
	WESTLAKE AUTO REC TR 2025-2A ABS SER.2025-2ACL.A3 Monthly 4.51 5/15/29	35,000	34,999	35,237
	WESTLAKE AUTO REC TR 2024-2A ABS SER.2024-2ACL.A3 Monthly 5.56 2/15/28	50,000	49,996	50,216
	WESTLAKE AUTO REC TR 2024-3A ABS SER.2024-3ACL.A3 Monthly 4.71 4/17/28	65,000	64,994	65,208
	WESTLAKE AUTO REC TR 2025-3A ABS SER.2025-3ACL.A3 Monthly 4.22 6/15/29	45,000	44,999	45,153
	WESTPAC BANKING CORP SENIOR UNSECUREDGLOBAL NOTES Semi Annual 5.05 4/16/29	110,000	109,797	113,766
	WESTPAC NEW ZEALAND LTD SENIOR UNSECUREDNOTES Semi Annual 4.94 2/27/30	200,000	200,000	204,872
	WORLD OMNI AUTO REC TR 2024-C ABS SER.2024-CCL.A3 Monthly 4.43 12/17/29	70,000	69,986	70,413
	Total Corporate Debt - Preferred			\$ 21,770,287
	Corporate Stocks - Common			
	ABB LIMITED COMMON STOCK - SPONSORED ADR	9,172	\$ 281,249	\$ 678,453
	AIA GROUP LTD COMMON STOCK - ADR 0	10,580	397,384	434,097
	API GROUP CORP COMMON STOCK 0	3,741	122,963	143,131
	ADIDAS AG COMMON STOCK - SPONSORED ADR	3,486	412,219	344,591
	AGILENT TECHNOLOGIES INC COMMON STOCK 0	715	92,276	97,290
	AIR LIQUIDE COMMON STOCK - UNSPONSORED ADR	13,339	425,121	501,013
	AKAMAI TECHNOLOGIES INC COMMON STOCK 0	710	63,194	61,948
	ALIGN TECHNOLOGY INC COMMON STOCK 0	806	145,476	125,857
	ALLEGHENY TECHNOLOGIES INC COMMON STOCK	1,365	78,559	156,647
	ALLEGRO MICROSYSTEMS INC COMMON STOCK 0	3,307	83,540	87,239
	ALLIANZ SE COMMON STOCK - ADR 0	6,355	267,981	292,330
	ALNYLAM PHARMACEUTICALS INC COMMON STOCK	308	91,660	122,476
	AMPHENOL CORP COMMON STOCK CL.A 0	1,459	103,894	197,169
	ANGLO AMERICAN PLC COMMON STOCK - ADR	13,174	259,146	272,570
	APPLOVIN CORP COMMON STOCK 0	66	30,381	44,472
	ARISTA NETWORKS INC COMMON STOCK	393	25,935	51,495
	ASTERA LABS INC COMMON STOCK 0	761	120,592	126,600
	ASTRAZENCA PLC COMMON STOCK - SPONSORED ADR 0	4,390	341,460	403,573
	BWX TECHNOLOGIES INC COMMON STOCK 0	131	12,425	22,642
	BANCO SANTANDER SA COMMON STOCK - ADR 0	51,625	422,434	605,561
	BANK HAPOLAIM BM COMMON STOCK - ADR 0	3,587	317,271	423,266
	BANKINTER SA COMMON STOCK - ADR 0	23,362	194,903	387,342
	BUILDERS FIRSTSOURCE INC COMMON STOCK 0	1,855	255,387	190,861
	BUREAU VERITAS SA COMMON STOCK - ADR 0	5,658	325,187	360,415
	BURLINGTON STORES COMMON STOCK 0	688	138,904	198,729
	CDW CORP COMMON STOCK 0	293	49,583	39,907
	CACI INTERNATIONAL INC COMMON STOCK	89	37,042	47,420
	CAPGEMINI SE COMMON STOCK - UNSPONSORED ADR	6,384	240,765	212,587
	CARLYLE GROUP INC/THE COMMON STOCK 0	1,945	97,495	114,969
	CELSIUS HOLDINGS INC COMMON STOCK 0	4,179	195,121	191,147
	CHARLES RIVER LABS INTL INC COMMON STOCK	464	88,349	92,559
	CHENIERE ENERGY INC COMMON STOCK 0	1,149	261,842	223,354
	CHIPOTLE MEXICAN GRILL INC COMMON STOCK	2,904	135,915	107,448
	CHURCH & DWIGHT CO INC COMMON STOCK 0	1,217	122,443	102,045
	CIRCLE INTERNET GROUP INC COMMON STOCK	545	41,124	43,219
	CINTAS CORPORATION COMMON STOCK 0	417	73,458	78,425

MARY KAY INC. PROFIT SHARING AND 401(k) PLAN
FORM 5500, SCHEDULE H, LINE 4(i) - SCHEDULE OF ASSETS (HELD AT END OF YEAR)
As of December 31, 2025

EIN: 75-1151701
Plan #: 001

(a) Party In Interest**	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment (shares)	(d) Cost*	(e) Current Value
	CLOUDFLARE INC COMMON STOCK 0	1,062	\$ 182,276	\$ 209,373
	COMPAGNIE FINANCIERE RICHEMONT COMMON STOCK - ADR 0	17,242	287,221	371,220
	COMPASS GROUP PLC COMMON STOCK - SPONSORED ADR 0	17,480	436,016	559,185
	DATADOG INC COMMON STOCK CL.A 0	1,018	152,055	138,438
	DEXCOM INC COMMON STOCK 0	1,902	150,013	126,236
	DIPLOMA PLC COMMON STOCK - ADR 0	24,928	286,653	440,976
	DISCO CORP COMMON STOCK - ADR 0	4,345	113,776	132,349
	DOLBY LABORATORIES INC COMMON STOCK CL.A 0	615	49,204	39,495
	DOMINO'S PIZZA INC COMMON STOCK 0	221	85,874	92,117
	DRAFTKINGS INC COMMON STOCK 0	3,229	127,372	111,271
	DSV A/S COMMON STOCK - ADR 0	3,026	362,414	382,305
	EAGLE MATERIALS INC COMMON STOCK 0	674	121,882	139,302
	ENGIE SA COMMON STOCK - SPONSORED ADR	13,542	297,445	355,748
	EPAM SYSTEMS INC COMMON STOCK 0	582	106,277	119,240
	EXPERIAN PLC COMMON STOCK - ADR 0	8,606	359,187	388,733
	FAIR ISAAC CORP COMMON STOCK 0	125	197,493	211,328
	FANUC CORPORATION COMMON STOCK - UNSPONSORED ADR 0	15,282	215,562	297,541
	FIRST INDUSTRIAL REALTY TRUST COMMON STOCK	1,663	88,226	95,240
	FLOOR & DECOR HOLDINGS INC COMMON STOCK CL.A	1,214	99,672	73,920
	GE HEALTHCARE TECHNOLOGIES INC COMMON STOCK 0	1,152	90,140	94,487
	GILDAN ACTIVEWEAR INC COMMON STOCK 0	5,822	243,547	363,642
	GUIDEWIRE SOFTWARE INC COMMON STOCK 0	190	47,385	38,192
	HALMA PLC COMMON STOCK - ADR 0	4,062	259,810	386,093
	HEXAGON AB COMMON STOCK - ADR 0	28,509	297,564	334,696
	HOYA CORP COMMON STOCK - ADR	2,878	326,853	436,449
	IMI PLC COMMON STOCK - ADR 0	7,037	218,149	235,106
	IMCD NV COMMON STOCK - ADR 0	2,064	154,997	93,396
	IDEXX LABS INC COMMON STOCK 0	284	133,335	192,135
	INDITEX COMMON STOCK - UNSPONSORED ADR	22,908	305,479	377,982
	ING GROEP NV COMMON STOCK	16,230	221,240	454,440
	INSMED INC COMMON STOCK 0	952	147,144	165,686
	INTERCONTINENTAL HOTELS GROUP COMMON STOCK - SPONSORED ADR 0	2,543	295,644	358,131
	KBC GROEP NV COMMON STOCK - UNSPONSORED ADR 0	8,035	283,939	524,083
	KLA TENCOR CORP COMMON STOCK 0	79	49,529	95,991
	KKR & CO INC COMMON STOCK CL.A 0	413	33,578	52,649
	KNIGHT SWIFT TRANSPORTATION HO COMMON STOCK	4,126	198,936	215,707
	L3HARRIS TECHNOLOGIES INC COMMON STOCK 0	489	112,038	143,556
	LAMB WESTON HOLDINGS INC COMMON STOCK 0	1,608	97,242	67,359
	LATTICE SEMICONDUCTOR CORP COMMON STOCK	1,452	85,339	106,838
	LEGRAND SA COMMON STOCK - ADR 0	12,422	338,629	368,312
	LONDON STOCK EXCHANGE GROUP PL COMMON STOCK - ADR 0	10,607	344,350	324,256
	LOTTOMATICA GROUP SPA COMMON STOCK - ADR	8,145	208,972	215,597
	LULULEMON ATHLETICA INC COMMON STOCK 0	281	60,323	58,395
	MSCI INC COMMON STOCK CL.A 0	85	43,741	48,767
	MARKS & SPENCER GROUP PLC COMMON STOCK - ADR 0	18,351	170,303	161,672
	MARUWA CO LTD/AICHI COMMON STOCK - ADR 0	12,905	158,366	139,245
	MARVELL TECHNOLOGY INC COMMON STOCK 0	3,297	269,018	280,179
	MATTEL INC COMMON STOCK 0	3,369	62,368	66,841
	METTLER TOLEDO INTERNATIONAL COMMON STOCK 0	89	109,195	124,083
	MITSUBISHI ELECTRIC CORP COMMON STOCK - ADR	5,474	173,868	317,492
	MITSUI FUDOSAN CO LTD COMMON STOCK - ADR 0	9,181	260,728	312,521
	MIZUHO FINANCIAL GROUP INC COMMON STOCK - ADR 0	39,886	172,715	291,966
	MONGODDB INC COMMON STOCK 0	609	197,782	255,591
	MONOLITHIC POWER SYSTEMS INC COMMON STOCK 0	329	232,020	298,192
	MTU AERO ENGINES AG COMMON STOCK - ADR	2,408	297,261	501,899
	MUELLER INDS INC COMMON STOCK	1,030	105,519	118,244
	NASDAQ INC COMMON STOCK 0	1,056	71,876	102,569
	NATERA INC COMMON STOCK 0	1,038	142,675	237,795
	NINTENDO CORP LTD COMMON STOCK - SPONSORED ADR 0	16,021	362,593	270,114
	NIPPON SANSO HOLDINGS CORP COMMON STOCK - ADR 0	8,147	124,243	120,494
	NITORI HOLDINGS CO LTD COMMON STOCK - ADR 0	13,708	163,379	119,260
	NOMURA RESEARCH INSTITUTE LTD COMMON STOCK - ADR 0	6,567	185,260	250,006
	NORDEA BANK ABP COMMON STOCK - ADR 0	22,438	277,318	424,751
	NOVO-NORDISK AS COMMON STOCK - SPONSORED ADR 0	4,304	328,914	218,988
	PERMIAN RESOURCES CORP COMMON STOCK 0	5,363	67,322	75,243
	PURE STORAGE INC COMMON STOCK CL.A 0	1,058	59,048	70,897
	QUANTA SERVICES INC COMMON STOCK 0	389	88,112	164,181
	RBC BEARINGS INC COMMON STOCK 0	407	155,397	182,511
	RECRUIT HOLDINGS CO LTD COMMON STOCK - ADR	24,014	210,571	270,158
	REDDIT INC COMMON STOCK 0	438	98,563	100,683
	RELX PLC COMMON STOCK - SPONSORED ADR 0	11,900	394,135	480,998
	RESMED INC COMMON STOCK 0	478	107,515	115,136
	RESONA HOLDINGS INC COMMON STOCK - ADR 0	18,875	288,143	357,304

MARY KAY INC. PROFIT SHARING AND 401(k) PLAN
FORM 5500, SCHEDULE H, LINE 4(i) - SCHEDULE OF ASSETS (HELD AT END OF YEAR)

As of December 31, 2025

EIN: 75-1151701
Plan #: 001

(a) Party In Interest**	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment (shares)	(d) Cost*	(e) Current Value
	ROBLOX CORP COMMON STOCK 0	1,697	\$ 153,853	\$ 137,508
	ROCKET LAB CORP COMMON STOCK 0	2,657	126,215	185,352
	ROLLINS INC COMMON STOCK 0	2,637	139,072	158,273
	ROSS STORES INC COMMON STOCK 0	247	34,121	44,495
	SSE PLC COMMON STOCK - ADR 0	9,211	271,470	273,106
	SAMPO OYJ COMMON STOCK - UNSPONSORED ADR	14,427	255,034	348,845
	SHIN-ETSU CHEM-UNSPON COMMON STOCK - ADR	14,117	243,028	218,814
	SIEMENS AG COMMON STOCK - ADR 0	1,786	170,973	249,951
	QXO INC COMMON STOCK 0	5,283	116,582	101,909
	SNOWFLAKE INC COMMON STOCK 0	686	128,805	150,481
	BLOCK INC COMMON STOCK CL.A 0	1,119	59,504	72,836
	SUZUKI MOTOR CORP COMMON STOCK - ADR	2,873	119,474	169,880
	TECHTRONIC INDUSTRIES CO LTD COMMON STOCK - ADR 0	5,096	322,626	293,428
	TERADYNE INC COMMON STOCK 0	2,936	320,772	568,292
	THALES SA COMMON STOCK - ADR 0	3,484	118,517	188,241
	TRADE DESK INC/THE COMMON STOCK CL.A	676	31,916	25,661
	3I GROUP PLC COMMON STOCK - ADR 0	35,107	401,268	382,315
	TRACTOR SUPPLY CO COMMON STOCK	3,103	173,152	155,181
	TRANSUNION COMMON STOCK 0	1,284	113,136	110,103
	TWILIO INC COMMON STOCK 0	357	31,527	50,780
	UNILEVER PLC COMMON STOCK - ADR	8,560	481,643	559,824
	UNITED THERAPEUTICS CORP COMMON STOCK	396	128,457	192,951
	UNITY SOFTWARE INC COMMON STOCK 0	2,494	62,737	110,160
	UNIVERSAL MUSIC GROUP NV COMMON STOCK - ADR 0	22,164	254,261	289,019
	VEEVA SYS INC COMMON STOCK CL.A 0	511	144,916	114,071
	VERTIV HOLDINGS CO COMMON STOCK 0	311	40,813	50,385
	VISTRA ENERGY CORP COMMON STOCK 0	1,694	321,920	273,293
	WASTE CONNECTIONS INC COMMON STOCK 0	467	82,972	81,893
	WINGSTOP INC COMMON STOCK 0	481	121,240	114,714
	XPO LOGISTICS INC COMMON STOCK 0	2,959	311,068	402,158
	ZSCALER INC COMMON STOCK 0	437	91,778	98,290
	AON PLC COMMON STOCK 0	1,745	507,440	615,776
	CRH PLC COMMON STOCK 0	1,547	120,855	193,066
	FTAI AVIATION LTD COMMON STOCK 0	1,919	231,634	377,755
	LINDE PLC COMMON STOCK 0	678	301,033	289,092
	MEDTRONIC PLC & INC COMMON STOCK 0	1,919	178,050	184,339
	STERIS PLC COMMON STOCK 0	381	84,700	96,591
	ALCON AG COMMON STOCK 0	1,104	95,077	87,006
	CHUBB LIMITED COMMON STOCK 0	855	196,598	266,863
	ON HOLDING AG COMMON STOCK 0	2,302	97,515	106,997
	ASML HOLDING NV COMMON STOCK 0	1,067	811,072	1,141,541
	NXP SEMICONDUCTORS NV COMMON STOCK 0	630	142,268	136,748
	ROYAL CARIBBEAN CRUISES LTD COMMON STOCK	1,334	439,517	372,076
	Total Corporate Stocks - Common			\$ 34,087,881
	Interest-bearing Cash			
	JP MORGAN TRUST II US GOVT MMF INST CLASS 0	23,459,327	\$ 23,459,327	\$ 23,459,327
	Total Interest-bearing Cash			\$ 23,459,327
	Pooled Separate Accounts			
	New York Life Anchor Acct III		*	\$ 17,006,687
	JP Morgan Investment Management Large Cap Growth		*	42,526,466
	Total Pooled Separate Accounts			\$ 59,533,153
**	Participant Loans (Interest Rate 4.25% - 9.50%)		-0-	\$ 5,570,568
	Registered Investment Companies			
	LAZARD EMERG MKT EQY-INST MUTUAL FUND 0		*	\$ 13,061,707
	American Funds Washington Mutual-A		*	18,569,756
	T Rowe Price Small-Cap Value		*	18,359,907
	Vanguard Intermediate-Term Bond Index-Inst		*	7,095,888
	American Funds EuroPacific GR R4		*	12,496,782
	Janus Henderson Enterprise I		*	7,832,083
	Vanguard Target Retirement Income INV		*	9,252,204
	Vanguard Institutional Index Fund		*	36,567,930
	Vanguard FTSE Social Index Admiral		*	3,993,120
	VANGUARD TARGET RETIREMENT 2020 INV		*	2,883,135
	VANGUARD TARGET RETIREMENT 2025 INV		*	12,194,931
	VANGUARD TARGET RETIREMENT 2030 INV		*	22,218,974
	VANGUARD TARGET RETIREMENT 2035 INV		*	31,079,979
	VANGUARD TARGET RETIREMENT 2040 INV		*	22,542,207
	VANGUARD TARGET RETIREMENT 2045 INV		*	17,683,974
	VANGUARD TARGET RETIREMENT 2050 INV		*	14,035,856

MARY KAY INC. PROFIT SHARING AND 401(k) PLAN
FORM 5500, SCHEDULE H, LINE 4(i) - SCHEDULE OF ASSETS (HELD AT END OF YEAR)

As of December 31, 2025

EIN: 75-1151701
Plan #: 001

(a) Party In Interest**	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment (shares)	(d) Cost*	(e) Current Value
	VANGUARD TARGET RETIREMENT 2055 INV		*	\$ 6,149,539
	VANGUARD TRGT RETIRE 2060 INV		*	3,941,981
	VANGUARD TRGT RETIRE 2065 INV		*	1,319,532
	VANGUARD TARGET RETIREMENT 2070 INV		*	1,076,210
	LAZARD EMERG MKT EQY-INST MUTUAL FUND 0	70,351	1,281,086	1,745,402
	VANGUARD INSTITUTIONAL INDEX FUND 0	87,842	27,452,617	48,495,839
	VANGUARD RUSSELL 1000 GROWTH INDEX FUND 0	26,238	13,724,154	24,573,396
	Total Registered Investment Companies			\$ 337,170,332
	U.S. Government			
	FHLMC GOLD POOL #G08595 Monthly 4 7/1/44	47,613	\$ 50,760	\$ 46,267
	FHLMC GOLD POOL #G08596 Monthly 4.5 7/1/44	55,403	60,277	55,366
	FHLMC GOLD POOL #C09068 Monthly 3.5 11/1/44	69,377	72,119	66,007
	FHLMC POOL #SD4997 Monthly 5 10/1/53	649,671	632,668	650,571
	FHLMC POOL #SD5413 Monthly 5 5/1/54	487,005	473,841	487,522
	FHLMC POOL #SD8349 Monthly 5.5 8/1/53	1,331,412	1,324,719	1,353,950
	FHLMC POOL #SD8382 Monthly 5 12/1/53	146,532	139,435	146,410
	FHLMC POOL #SD3977 Monthly 5 4/1/53	795,678	781,039	796,033
	FHLMC ABS SER.KJ26 CL.A2 Monthly 2.61 7/25/27	170,458	173,858	168,716
	FHLMC ABS ADJ SER.K540 CL.A2 Monthly 0 2/25/30	475,000	474,987	483,339
	FNMA POOL #FA0445 Monthly 5.5 1/1/55	988,424	980,972	1,002,565
	FNMA POOL #FA0679 Monthly 5 2/1/55	551,911	543,676	550,755
	FNMA POOL #889720 Monthly 6.5 7/1/38	1,339	1,375	1,413
	FNMA POOL #MA5271 Monthly 5.5 2/1/54	769,522	763,751	781,279
	FNMA POOL #MA4580 Monthly 3.5 4/1/52	731,295	731,495	677,740
	FNMA POOL #MA4656 Monthly 4.5 7/1/52	718,669	695,593	704,523
	FNMA POOL #MA4699 Monthly 3.5 8/1/52	77,865	67,572	72,163
	FNMA POOL #MA5245 Monthly 5 1/1/54	674,381	660,336	673,646
	FNMA POOL #MA5531 Monthly 5.5 11/1/54	912,137	923,218	925,187
	GNMA CMO FLOAT SER.2018-H11 CL.FJ Monthly 0 6/20/68	356,767	350,691	358,186
	GNMA CMO FLOAT SER.2019-H01 CL.FL Monthly 0 12/20/68	40,205	40,180	40,185
	GNMA CMO SER.2019-H04 CL.NA Monthly 3.5 9/20/68	517,426	553,981	494,659
	GNMA CMO FLOAT SER.2019-H10 CL.FM Monthly 0 5/20/69	124,556	124,362	124,408
	UNITED STATES OF AMERICA TREASURY NOTES SemiAnnual 4 2/28/30	220,000	219,106	222,802
	UNITED STATES OF AMERICA TREASURY NOTES SemiAnnual 3.75 5/31/30	1,660,000	1,657,282	1,664,085
	UNITED STATES OF AMERICA TREASURY NOTES SemiAnnual 4.38 11/30/28	398,500	406,479	407,544
	UNITED STATES OF AMERICA TREASURY NOTES SemiAnnual 4.25 2/28/29	1,319,000	1,317,867	1,345,689
	UNITED STATES OF AMERICA TREASURY NOTES SemiAnnual 4.63 4/30/29	1,060,000	1,060,538	1,094,243
	UNITED STATES OF AMERICA TREASURY NOTES SemiAnnual 4.5 5/31/29	780,000	784,664	802,425
	UNITED STATES OF AMERICA TREASURY NOTES SemiAnnual 4.25 6/30/29	155,000	155,061	158,276
	UNITED STATES OF AMERICA TREASURY BONDS SemiAnnual 3.88 8/15/34	474,000	463,765	466,705
	UNITED STATES OF AMERICA TREASURY NOTES SemiAnnual 3.63 8/31/29	1,555,000	1,565,079	1,554,757
	UNITED STATES OF AMERICA TREASURY NOTES SemiAnnual 3.5 9/30/29	2,365,000	2,329,892	2,354,006
	UNITED STATES OF AMERICA TREASURY NOTES SemiAnnual 4.13 10/31/29	1,035,000	1,029,823	1,052,708
	UNITED STATES OF AMERICA TREASURY BONDS SemiAnnual 4.25 11/15/34	1,505,000	1,476,881	1,520,814
	UNITED STATES OF AMERICA TREASURY NOTES SemiAnnual 4.13 11/30/29	2,615,000	2,606,476	2,660,150
	UNITED STATES OF AMERICA TREASURY NOTES SemiAnnual 4.38 12/31/29	345,000	345,081	354,218
	UNITED STATES OF AMERICA TREASURY NOTES SemiAnnual 4.25 1/15/28	763,000	774,014	774,236
	UNITED STATES OF AMERICA TREASURY NOTES SemiAnnual 4.25 1/31/30	1,625,000	1,628,556	1,661,118
	UNITED STATES OF AMERICA TREASURY NOTES SemiAnnual 4.63 2/15/35	2,505,000	2,575,485	2,600,210
	UNITED STATES OF AMERICA TREASURY NOTES SemiAnnual 4 3/31/30	145,000	145,476	146,846
	UNITED STATES OF AMERICA TREASURY NOTES SemiAnnual 3.88 4/30/30	295,000	292,557	297,305
	UNITED STATES OF AMERICA TREASURY BONDS SemiAnnual 4.25 5/15/35	1,945,000	1,919,703	1,961,107
	UNITED STATES OF AMERICA TREASURY NOTES SemiAnnual 3.75 5/15/28	2,158,000	2,156,455	2,169,717
	UNITED STATES OF AMERICA TREASURY NOTES SemiAnnual 3.88 6/30/30	995,000	991,608	1,002,501
	UNITED STATES OF AMERICA TREASURY NOTES SemiAnnual 3.88 7/15/28	2,785,000	2,795,428	2,808,498
	UNITED STATES OF AMERICA TREASURY NOTES SemiAnnual 3.88 7/31/30	4,925,000	4,950,648	4,961,360
	UNITED STATES OF AMERICA TREASURY NOTES SemiAnnual 4.25 8/15/35	872,600	879,845	878,872
	UNITED STATES OF AMERICA TREASURY NOTES SemiAnnual 3.63 8/15/28	2,165,000	2,162,298	2,170,497
	UNITED STATES OF AMERICA TREASURY NOTES SemiAnnual 3.63 9/30/30	600,000	597,270	597,680
	UNITED STATES OF AMERICA TREASURY NOTES SemiAnnual 3.63 10/31/30	757,000	758,485	753,806
	UNITED STATES OF AMERICA TREASURY NOTES SemiAnnual 4 11/15/35	374,000	371,778	368,624
	UNITED STATES OF AMERICA TREASURY NOTES SemiAnnual 3.5 11/30/30	1,219,000	1,208,628	1,206,717
	Total U.S. Government			\$ 50,678,406
	Total Assets			\$ 749,589,740

** A party-in interest as defined by ERISA

* Cost omitted for participant directed investments

MARY KAY INC. PROFIT SHARING AND 401(k) PLAN
FORM 5500, SCHEDULE H, LINE 4j - SCHEDULE OF REPORTABLE TRANSACTIONS
Year Ended December 31, 2025

EIN: 75-1151701
Plan #: 001

(a) Identity of Party	(b) Description of Asset	Number of Purchase Transactions	(c) Purchase Price	Number of Sell Transactions	(d) Selling Price	(g) Cost of Assets	(h) Current Value of Asset on Transaction Date	(i) Net Gain (Loss)
<u>Category (iii) - Series of securities transactions in excess of 5% of Plan Assets</u>								
JP Morgan	JPMorgan Trust II US GOVT MMF INST Class	15	\$ 88,482,008	-	\$ -	\$ 88,482,008	\$ 88,482,008	\$ -
JP Morgan	JPMorgan Trust II US GOVT MMF INST Class	-	-	182	79,065,232	79,065,232	79,065,232	-

* A party-in-interest as defined by ERISA

Columns (e) and (f) are not applicable

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 2025 This Form is Open to Public Inspection
---	--	---

Part I	Annual Report Identification Information
For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025	
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
1a Name of plan MARY KAY INC. PROFIT SHARING AND 401(K) PLAN	1b Three-digit plan number (PN) ▶ 001
	1c Effective date of plan 12/03/1965
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) MARY KAY INC. 16251 DALLAS PARKWAY Addison TX 75001	2b Employer Identification Number (EIN) 75-1151701
	2c Plan Sponsor's telephone number 972-687-6300
	2d Business code (see instructions) 325900

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		8/4/2026	Patrick Cargo
	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

MARY KAY INC. PROFIT SHARING AND 401(k) PLAN
FORM 5500, SCHEDULE H, LINE 4j - SCHEDULE OF REPORTABLE TRANSACTIONS
Year Ended December 31, 2025

EIN: 75-1151701
Plan #: 001

(a) Identity of Party	(b) Description of Asset	Number of Purchase Transactions	(c) Purchase Price	Number of Sell Transactions	(d) Selling Price	(g) Cost of Assets	(h) Current Value of Asset on Transaction Date	(i) Net Gain (Loss)
<u>Category (iii) - Series of securities transactions in excess of 5% of Plan Assets</u>								
JP Morgan	JPMorgan Trust II US GOVT MMF INST Class	15	\$ 88,482,008	-	\$ -	\$ 88,482,008	\$ 88,482,008	\$ -
JP Morgan	JPMorgan Trust II US GOVT MMF INST Class	-	-	182	79,065,232	79,065,232	79,065,232	-

* A party-in-interest as defined by ERISA

Columns (e) and (f) are not applicable

MARY KAY INC. PROFIT SHARING AND 401(k) PLAN
FORM 5500, SCHEDULE H, LINE 4(i) - SCHEDULE OF ASSETS (HELD AT END OF YEAR)

As of December 31, 2025

EIN: 75-1151701
Plan #: 001

(a) Party In Interest**	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment (shares)	(d) Cost*	(e) Current Value
	Collective Trust			
	BENEFITS TRUST BGO DAILY VALUE FUND 0	734,733	\$ 10,766,936	\$ 9,588,777
	COOKE & BIELER LARGE CAP VALUE CIT 0	4,120,666	45,354,574	49,654,026
	INTERCONTINENTAL REAL ESTATE ENHANCED CORE US RE INCOME FD 0	782,722	11,137,115	9,695,839
	WEDGE CAPITAL SMID CAP VALUE FUND CLASS C 0	1,622,140	19,116,312	24,429,430
	TCW CONCENTRATED CORE FUND CL B 0	351,822	13,097,714	24,335,513
	WELLINGTON TRUST COMPANY INTERNATIONAL QUALITY GROTH C 0	1,119,533	16,609,048	24,764,080
	LORD ABBETT SMALL CAP GROWTH EQ TR II CL.R 0	1,290,926	8,262,898	12,058,282
	7-Eleven Inc, 0.95%, due 2/10/2026		*	1,947
	AerCap Ireland Capital DAC / AerCap Global Aviation Trust, 1.75%, due 1/30/2026		*	773
	AerCap Ireland Capital DAC / AerCap Global Aviation Trust, 2.45%, due 10/29/2026		*	1,228
	Air Lease Corp, 1.88%, due 8/15/2026		*	1,800
	Air Lease Corp, 2.88%, due 1/15/2026		*	540
	Alabama Power Co., 5.10%, due 4/2/2035		*	279
	Alexandria Real Estate Equities Inc., 3.80%, due 4/15/2026		*	887
	Amazon.com, Inc., 4.10%, due 11/20/2030		*	1,013
	Ameren Corp, 1.95%, due 3/15/2027		*	2,023
	American Airlines Pass-Through Trust, 4.90%, due 5/11/2038		*	194
	American Electric Power, 2.30%, due 03/01/2030		*	631
	American Heritage Auto Receivables Trust, 4.90%, due 9/17/2029		*	336
	American Tower Corp, 5.25%, due 7/15/2028		*	1,249
	AmeriCredit Automobile Receivables Trust, 4.81%, due 4/18/2028		*	276
	Amgen, Inc., 2.20%, due 2/21/2027		*	951
	Amur Equipment Finance Receivables XI LLC, 5.30%, due 6/21/2028		*	21
	Anglo American Capital PLC, 2.63%, due 9/10/2030		*	858
	Apollo Debt Solutions BDC, 5.20%, due 12/8/2028		*	265
	ASB Bank Ltd, 1.63%, due 10/22/2026		*	2,160
	AT&T Inc, 4.30%, due 2/15/2030		*	1,670
	AutoNation Finance Trust, 4.62%, due 11/13/2029		*	104
	AutoZone Inc, 3.75%, due 4/18/2029		*	814
	Auxilior Term Funding LLC, 5.49%, due 7/15/2031		*	209
	Avalonbay Communities, 3.30%, due 6/1/2029		*	751
	Baker Hughes Holdings LLC / Baker Hughes Co-Obligor Inc, 2.06%, due 12/15/2026		*	988
	Ballyrock CLO 23 Ltd., 5.39%, due 4/25/2038		*	2,076
	BANK 2020-BNK25, 2.61%, due 1/15/2063		*	1,793
	BANK 2021-BNK37, 2.51%, due 11/15/2064		*	2,197
	BANK, 5.66%, due 2/15/2056		*	1,102
	Bank of America Corp, 2.88%, due 10/22/2030		*	716
	Bank of America Corp, 3.42%, due 12/20/2028		*	1,787
	Bank of America Corp, 5.52%, due 10/25/2035		*	743
	Bank of America Merrill Lynch Commercial Mortgage Trust, 3.57%, due 2/15/2050		*	1,184
	BAT International Finance PLC, 5.93%, due 2/2/2029		*	1,079
	Bayer US Finance LLC, 6.13%, due 11/21/2026		*	578
	BBCMS Mortgage Trust 2020-C8, 2.04%, due 10/15/2053		*	1,233
	BBCMS Mortgage Trust, 5.50%, due 12/15/2055		*	4,185
	Benchmark Mortgage Trust, 2.79%, due 12/15/2062		*	3,501
	Benchmark Mortgage Trust, 5.42%, due 11/15/2057		*	795
	Bio-Rad Laboratories, Inc., 3.30%, due 3/15/2027		*	244
	BlackRock 1-3 Year Credit Bond Index Non-Lendable Fund		*	184,651
	BlackRock 1-3 Year Government Bond Index Fund		*	132,086
	BlackRock Asset-Backed Securities Index Fund		*	90,855
	BlackRock Commercial Mortgage-Backed Securities Index Fund		*	35,483
	BlackRock Intermediate Government/Credit Bond Index Fund		*	11,326
	BlackRock Mortgage-Backed Securities Index Fund		*	113,393
	BMO Mortgage Trust, 5.33%, due 9/15/2054		*	2,291
	BMO Mortgage Trust, 6.05%, due 5/15/2057		*	3,766
	BP Capital Markets America Inc, 1.75%, due 8/10/2030		*	836
	Broadcom Inc, 3.42%, due 4/15/2033		*	1,783
	Brown & Brown, Inc., 5.25%, due 6/23/2032		*	399
	Bunge Ltd. Finance Corp., 4.55%, due 8/4/2030		*	1,297
	CBRE Services, Inc., 4.90%, due 1/15/2033		*	222
	Capital One Financial Corp, 3.75%, due 3/9/2027		*	1,034
	Capital One Financial Corp, 4.10%, due 2/9/2027		*	521
	CarMax Auto Owner Trust, 2023-3, 5.28%, due 5/15/2028		*	193
	CarMax Auto Owner Trust, 2024-3, 4.89%, due 7/16/2029		*	403
	Cash		*	692
	CD Mortgage Trust, 3.25%, due 11/10/2049		*	3,034
	CIFC Funding 2022-III Ltd., 5.28%, due 4/21/2035		*	2,071
	Chase Issuance Trust, 4.16%, due 7/15/2030		*	917
	Chevron USA, Inc., 4.05%, due 8/13/2028		*	889
	Citigroup Commerical Mortgage Trust 2016-P6, 3.51%, due 12/10/2049		*	148
	Citigroup Commerical Mortgage Trust 2020-GC46, 2.71%, due 2/15/2053		*	300
	Citigroup Commercial Mortgage Trust, 2.45%, due 7/10/2049		*	1,415

MARY KAY INC. PROFIT SHARING AND 401(k) PLAN
FORM 5500, SCHEDULE H, LINE 4(i) - SCHEDULE OF ASSETS (HELD AT END OF YEAR)
As of December 31, 2025

EIN: 75-1151701
Plan #: 001

(a) Party In Interest**	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment (shares)	(d) Cost*	(e) Current Value
	Citigroup Commerical Mortgage Trust, 3.21%, due 10/12/2050		*	\$ 993
	Citigroup Inc, 2.67%, due 1/29/2031		*	632
	CNH Equipment Trust, 2.94%, due 7/15/2027		*	761
	CNH Equipment Trust, 3.89%, due 8/16/2027		*	857
	CNH Industrial Capital LLC, 5.10%, due 4/20/2029		*	762
	COMM 2019-GC44 MTG TR, 2.83%, due 8/15/2057		*	516
	Constellation Brands, Inc., 4.95%, due 11/1/2035		*	921
	Cousins Properties LP, 5.25%, due 7/15/2030		*	643
	Cousins Properties LP, 5.38%, due 2/15/2032		*	343
	CSAIL 2019-C18 COML, 2.84%, due 12/15/2052		*	262
	CVS Health Corp, 2.13%, due 9/15/2031		*	862
	CVS Health Corp, 4.30%, due 3/25/2028		*	863
	DBJPM Mortgage Trust, 3.07%, due 6/10/2050		*	2,833
	Danske Bank, 5.71%, due 3/1/2030		*	1,085
	Drive Auto Receivables Trust, 5.31%, due 1/16/2029		*	790
	Enbridge Inc, 3.13%, due 11/15/2029		*	483
	Energy Transfer Partners LP, 4.20%, due 4/15/2027		*	279
	Energy Transfer Partners LP, 5.55%, due 2/15/2028		*	1,112
	Enterprise Products Operating LLC, 5.05%, due 1/10/2026		*	552
	Equinix Inc, 1.45%, due 5/15/2026		*	916
	Exelon Corp, 4.05%, due 4/15/2030		*	820
	Exeter Automobile Receivables Trust, 4.45%, due 3/15/2028		*	96
	Extra Space Storage LP, 3.50%, due 7/1/2026		*	1,372
	Extra Space Storage LP, 4.95%, due 1/15/2033		*	543
	Extra Space Storage LP, 5.70%, due 4/1/2028		*	309
	Federal Home Loan Mortgage Corporation Multifamily Structured, 2.92%, due 1/25/2026		*	723
	Federal Home Loan Mortgage Corporation Multifamily Structured, 4.68%, due 10/25/2031		*	878
	Federal Home Loan Mortgage Corporation Pool, 2.50%, due 9/1/2050		*	786
	Federal Home Loan Mortgage Corporation Pool, 3.00%, due 7/1/2029		*	95
	Federal Home Loan Mortgage Corporation Pool, 3.00%, due 6/1/2031		*	119
	Federal Home Loan Mortgage Corporation Pool, 3.00%, due 6/1/2033		*	332
	Federal Home Loan Mortgage Corporation Pool, 3.00%, due 12/1/2033		*	171
	Federal Home Loan Mortgage Corporation Pool, 3.00%, due 10/1/2049		*	263
	Federal Home Loan Mortgage Corporation Pool, 3.00%, due 9/1/2050		*	486
	Federal Home Loan Mortgage Corporation Pool, 3.17%, due 7/1/2047		*	110
	Federal Home Loan Mortgage Corporation Pool, 6.00%, due 1/1/2055		*	8,130
	Federal Home Loan Mortgage Corporation REMIC, 1.00%, due 7/15/2039		*	697
	Federal Home Loan Mortgage Corporation REMIC, 1.25%, due 4/25/2045		*	1,747
	Federal Home Loan Mortgage Corporation REMIC, 2.00%, due 5/25/2033		*	360
	Federal Home Loan Mortgage Corporation REMIC, 2.50%, due 2/25/2040		*	1,459
	Federal Home Loan Mortgage Corporation REMIC, 2.50%, due 11/15/2040		*	700
	Federal Home Loan Mortgage Corporation REMIC, 3.00%, due 10/15/2045		*	929
	Federal Home Loan Mortgage Corporation REMIC, 3.50%, due 5/25/2035		*	1,921
	Federal Home Loan Mortgage Corporation REMIC, 4.00%, due 9/25/2047		*	1,658
	Federal Home Loan Mortgage Corporation REMIC, 4.50%, due 9/25/2035		*	1,876
	Federal National Mortgage Association, 1.50%, due 9/1/2031		*	422
	Federal National Mortgage Association, 2.50%, due 11/1/2027		*	17
	Federal National Mortgage Association, 2.50%, due 12/1/2027		*	12
	Federal National Mortgage Association, 2.50%, due 2/1/2028		*	28
	Federal National Mortgage Association, 2.50%, due 9/1/2051		*	1,131
	Federal National Mortgage Association, 3.00%, due 1/1/2028		*	14
	Federal National Mortgage Association, 3.00%, due 3/1/2030		*	387
	Federal National Mortgage Association, 3.00%, due 10/1/2030		*	147
	Federal National Mortgage Association, 3.00%, due 11/1/2031		*	130
	Federal National Mortgage Association, 3.00%, due 6/1/2032		*	110
	Federal National Mortgage Association, 3.00%, due 3/1/2035		*	286
	Federal National Mortgage Association, 3.00%, due 3/1/2048		*	249
	Federal National Mortgage Association, 3.00%, due 7/1/2050		*	451
	Federal National Mortgage Association, 3.00%, due 8/1/2051		*	513
	Federal National Mortgage Association, 3.01%, due 9/1/2047		*	461
	Federal National Mortgage Association, 3.50%, due 8/1/2026		*	39
	Federal National Mortgage Association, 3.50%, due 12/1/2047		*	635
	Federal National Mortgage Association, 3.50%, due 2/1/2048		*	166
	Federal National Mortgage Association, 3.50%, due 1/1/2050		*	320
	Federal National Mortgage Association, 3.50%, due 11/1/2051		*	2,312
	Federal National Mortgage Association, 3.50%, due 1/1/2052		*	2,438
	Federal National Mortgage Association, 4.00%, due 12/1/2037		*	1,200
	Federal National Mortgage Association, 4.00%, due 5/1/2050		*	331
	Federal National Mortgage Association, 4.50%, due 12/1/2048		*	259
	Federal National Mortgage Association, 5.00%, due 9/1/2035		*	950
	Federal National Mortgage Association, 5.00%, due 8/1/2040		*	897
	Federal National Mortgage Association, 5.00%, due 10/1/2040		*	650
	Federal National Mortgage Association, 5.00%, due 11/1/2040		*	964

MARY KAY INC. PROFIT SHARING AND 401(k) PLAN
FORM 5500, SCHEDULE H, LINE 4(i) - SCHEDULE OF ASSETS (HELD AT END OF YEAR)

As of December 31, 2025

EIN: 75-1151701
Plan #: 001

(a) Party In Interest**	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment (shares)	(d) Cost*	(e) Current Value
	Federal National Mortgage Association, 5.00%, due 9/1/2052	*	\$	1,816
	Federal National Mortgage Association, 6.00%, due 1/1/2055	*		2,885
	Federal National Mortgage Association REMIC, 2.50%, due 8/25/2034	*		1,180
	Federal National Mortgage Association REMIC, 2.50%, due 12/25/2037	*		2,399
	Federal National Mortgage Association REMIC, 2.50%, due 2/25/2044	*		2,503
	Federal National Mortgage Association REMIC, 2.75%, due 9/25/2042	*		1,259
	Federal National Mortgage Association REMIC, 3.00%, due 6/25/2039	*		1,491
	Federal National Mortgage Association REMIC, 3.00%, due 2/25/2046	*		822
	Federal National Mortgage Association REMIC, 3.50%, due 8/25/2044	*		238
	Federal National Mortgage Association REMIC, 3.50%, due 12/25/2046	*		1,680
	Federal National Mortgage Association REMIC, 4.00%, due 5/25/2041	*		67
	Federal National Mortgage Association REMIC, 4.50%, due 7/25/2035	*		2,331
	Federal National Mortgage Association REMIC, 4.50%, due 2/25/2048	*		2,700
	Federal Realty OP LP, 3.25%, due 7/15/2027	*		946
	Fidelity National Information Services Inc, 1.15%, due 3/1/2026	*		1,648
	Fifth Third Auto Trust, 2023-1, 5.53%, due 8/15/2028	*		513
	Fortress Credit Opportunities, 5.38%, due 7/20/2033	*		468
	General Motors Financial Co Inc, 2.40%, due 4/10/2028	*		962
	General Motors Financial Co Inc, 4.20%, due 10/27/2028	*		134
	General Motors Financial Co Inc, 5.45%, due 7/15/2030	*		523
	Global Payments, Inc., 4.88%, due 11/15/2030	*		620
	GM Financial Automobile Leasing Trust, 5.36%, due 5/22/2028	*		381
	GM Financial Automobile Leasing Trust, 5.39%, due 7/20/2027	*		1,471
	GM Financial Consumer Automobile Receivables Trust, 1.79%, due 4/17/2028	*		511
	GM Financial Consumer Automobile Receivables Trust, 3.71%, due 12/16/2027	*		336
	GM Financial Consumer Automobile Receivables Trust, 4.66%, due 2/16/2028	*		71
	Govt Natl Mortgage Assoc, 1.00%, due 10/20/2034	*		645
	Govt Natl Mortgage Assoc, 1.75%, due 11/20/2050	*		1,422
	Govt Natl Mortgage Assoc, 2.00%, due 3/20/2035	*		877
	Govt Natl Mortgage Assoc, 2.50%, due 7/20/2042	*		949
	Govt Natl Mortgage Assoc, 2.50%, due 5/20/2043	*		503
	Govt Natl Mortgage Assoc, 2.50%, due 9/20/2043	*		1,072
	Govt Natl Mortgage Assoc, 3.00%, due 11/20/2048	*		3,763
	Govt Natl Mortgage Assoc, 3.00%, due 5/20/2050	*		444
	Govt Natl Mortgage Assoc, 3.00%, due 6/20/2050	*		461
	Govt Natl Mortgage Assoc, 3.00%, due 8/20/2050	*		535
	Govt Natl Mortgage Assoc, 3.50%, due 8/16/2039	*		106
	Govt Natl Mortgage Assoc, 3.50%, due 11/20/2044	*		1,268
	Govt Natl Mortgage Assoc, 4.00%, due 1/20/2039	*		777
	Govt Natl Mortgage Assoc, 4.39%, due 11/20/2062	*		2
	Govt Natl Mortgage Assoc, 4.50%, due 11/20/2050	*		1,078
	Govt Natl Mortgage Assoc, 5.00%, due 6/20/2051	*		1,635
	Govt Natl Mortgage Assoc, 5.64%, due 11/20/2051	*		414
	Govt Natl Mortgage Assoc, 6.00%, due 6/20/2051	*		153
	GS Mortgage Securities Trust 2017-GS6, 3.16%, due 5/10/2050	*		2,622
	GS Mortgage Securities Trust 2019-GC42, 2.75%, due 9/1/2052	*		1,513
	HSBC USA, Inc. 4.65%, due 6/3/2028	*		1,117
	Healthcare Realty Holdings LP, 3.50%, due 8/1/2026	*		755
	Hewlett Packard Enterprise, 1.75%, due 4/1/2026	*		368
	Hyundai Auto Lease Securitization Trust, 4.36%, due 7/17/2028	*		482
	Hyundai Auto Receivables Trust, 3.80%, due 8/15/2028	*		453
	Hyundai Auto Receivables Trust, 4.84%, due 3/15/2029	*		667
	Hyundai Auto Receivables Trust, 5.52%, due 10/16/2028	*		1,334
	Illumina, Inc., 5.75%, due 12/13/2027	*		362
	Intel Corp, 4.88%, due 2/10/2028	*		415
	JB Hunt Transport Services, Inc., 4.90%, due 3/15/2030	*		1,126
	John Deere Owner Trust, 3.74%, due 2/16/2027	*		336
	John Deere Owner Trust, 5.01%, due 11/15/2027	*		399
	JPMorgan Chase & Co, 5.58%, due 7/23/2036	*		761
	JPMorgan Chase & Co, 5.72%, due 9/14/2033	*		1,874
	Keurig Dr Pepper Inc, 3.20%, due 5/1/2030	*		686
	Kite Realty Group LP, 4.95%, due 12/15/2031	*		387
	LCM 37 Ltd., 4.96%, due 4/15/2034	*		1,706
	Lincoln National Corp, 3.80%, due 3/1/2028	*		818
	Meta Platforms, Inc., 4.60%, due 11/15/2032	*		621
	Mexico, 6.00%, due 5/13/2030	*		517
	Morgan Stanley, 3.62%, due 4/1/2031	*		1,509
	Morgan Stanley, 3.63%, due 1/20/2027	*		1,350
	MPLX LP, 4.13%, due 3/1/2027	*		707
	NatWest Group PLC, 1.64%, due 6/14/2027	*		406
	Neuberger Berman Loan Advisers CLO 49 Ltd., 5.33%, due 10/16/2037	*		2,095
	New Residential Mortgage Loan Trust, 5.47%, due 11/25/2064	*		341
	Nissan Auto Rec OT, 4.46%, due 5/17/2027	*		116

MARY KAY INC. PROFIT SHARING AND 401(k) PLAN
FORM 5500, SCHEDULE H, LINE 4(i) - SCHEDULE OF ASSETS (HELD AT END OF YEAR)
As of December 31, 2025

EIN: 75-1151701
Plan #: 001

(a) Party In Interest**	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment (shares)	(d) Cost*	(e) Current Value
	Northern Trust Collective 1-10 Year Intermediate Credit Bond Index Fund		*	\$ 140,903
	Northern Trust Collective 1-10 Year Intermediate Government Bond Index Fund		*	25,501
	Northern Trust Collective Asset-Backed Securities Bond Index Fund		*	90,033
	Northern Trust Collective Commercial Mortgage-Backed Securities Index Fund		*	35,157
	Northern Trust Collective Daily 1-5 Year Credit Bond Index Fund		*	53,132
	Northern Trust Collective Mortgage-Backed Securities Index Fund		*	112,488
	Northern Trust Collective Short Term Government Bond Index Fund		*	105,301
	NRG Energy Inc, 2.45%, due 12/2/2027		*	1,479
	NY Commercial Mortgage Trust, 5.66%, due 2/10/2047		*	217
	OBX Trust, 5.41%, due 10/25/2064		*	189
	ONEOK Inc, 5.65%, due 11/1/2028		*	350
	O'Reilly Automotive Inc, 1.75%, due 3/15/2031		*	814
	O'Reilly Automotive Inc, 3.60%, due 9/1/2027		*	1,341
	Octane Receivables Trust, 4.94%, due 5/20/2030		*	138
	OneMain Direct Auto Receivables Trust, 3.95%, due 11/14/2028		*	926
	Oracle Corp., 1.65%, due 3/25/2026		*	2,097
	Oscar US Funding, 1.00%, due 4/10/2028		*	52
	Philip Morris International, Inc., 3.88%, due 10/27/2028		*	408
	Phillips Edison Grocery Center Operating Partnership I LP, 5.25%, due 8/15/2032		*	491
	Phillips Edison Grocery Center Operating Partnership I LP, 5.75%, due 7/15/2034		*	280
	Plains All American Pipeline LP/PAA Finance Corp., 4.70%, due 1/15/2031		*	153
	Prologis LP, 4.88%, due 6/15/2028		*	1,483
	Prudential Core Conservative Intermediate Bond Fund		*	80,053
	Prudential Short Duration Core Bond Fund		*	201,626
	Public Storage Operating Co., 4.38%, 7/1/2030		*	1,158
	Public Storage Operating Co., 5.13%, 1/15/2029		*	702
	RTX Corp, 4.13%, due 11/16/2028		*	1,820
	Realty Income Corp, 2.20%, due 6/15/2028		*	591
	Realty Income Corp, 3.40%, due 1/15/2030		*	593
	Regatta XX Funding Ltd., 5.08%, due 1/15/2038		*	518
	Ryder Syssem, Inc., 5.25%, due 6/1/2028		*	740
	SCF Equipment Leasing LLC, 4.11%, due 11/21/2033		*	262
	Santander Drive Auto Receivables Trust, 4.38%, due 1/15/2030		*	378
	Santander Drive Auto Receivables Trust, 4.62%, due 11/15/2028		*	245
	Santander Drive Auto Receivables Trust, 5.23%, due 12/15/2028		*	229
	Santander Holdings USA, Inc., 6.17%, due 1/9/2030		*	1,099
	Santander Holdings USA, Inc., 6.50%, due 3/9/2029		*	542
	Sealed Air Corp, 1.57%, due 10/15/2026		*	1,640
	Takeda Pharmaceutical, 2.05%, due 3/31/2030		*	811
	Targa Resources Corp., 4.90%, due 9/15/2030		*	761
	T-Mobile US, Inc, 1.50%, due 2/15/2026		*	863
	T-Mobile US, Inc, 4.25%, due 5/21/2029		*	303
	The AES Corp, 5.45%, due 6/1/2028		*	607
	The Boeing Company, 2.20%, due 2/4/2026		*	1,042
	The Boeing Company, 3.63%, due 2/1/2031		*	340
	The Cigna Group, 2.40%, due 3/15/2030		*	443
	The Cigna Group, 4.38%, due 10/15/2028		*	908
	The Goldman Sachs Group, Inc., 3.50%, due 11/16/2026		*	1,775
	The Goldman Sachs Group, Inc., 4.15%, due 10/21/2029		*	1,240
	The Mosaic Company, 4.35%, due 1/15/2029		*	387
	The PNC Financial Services Group Inc, 1.15%, due 8/13/2026		*	1,164
	The Sherwin-Williams Company, 2.30%, due 5/15/2030		*	218
	Toronto-Dominion Bank, 5.52%, due 7/17/2028		*	1,741
	Toyota Auto Receivables OT, 5.30%, due 9/15/2027		*	696
	Truist Fin Corp, 4.12%, due 6/6/2028		*	1,319
	Truist Fin Corp, 4.96%, due 10/23/2036		*	1,556
	UBS Comm Mortgage Trust, 3.00%, due 8/15/2050		*	177
	US Bancorp, 5.38%, due 1/23/2030		*	780
	US Treasury Note, 1.13%, due 10/31/2026		*	5,441
	US Treasury Note, 1.63%, due 8/15/2029		*	16,484
	US Treasury Note, 3.50%, due 10/31/2027		*	3,093
	US Treasury Note, 3.63%, due 8/31/2030		*	12,207
	US Treasury Note, 3.63%, due 9/30/2030		*	4,125
	US Treasury Note, 4.00%, due 2/28/2030		*	19,766
	US Treasury Note, 4.13%, due 3/31/2029		*	2,632
	US Treasury Note, 4.13%, due 11/30/2029		*	14,654
	US Treasury Note, 4.38%, due 12/31/2029		*	32,954
	US Treasury Note, 4.50%, due 5/31/2029		*	9,852
	UnitedHealth Group, Inc., 4.65%, due 1/15/2031		*	630
	Verizon Communications, 2.10%, due 3/22/2028		*	2,010
	Verizon Communications, 4.02%, due 12/3/2029		*	776
	Verizon Master Trust, 4.49%, due 1/22/2029		*	1,825
	Verizon Master Trust, 5.54%, due 4/22/2030		*	596

MARY KAY INC. PROFIT SHARING AND 401(k) PLAN
FORM 5500, SCHEDULE H, LINE 4(i) - SCHEDULE OF ASSETS (HELD AT END OF YEAR)

As of December 31, 2025

EIN: 75-1151701
Plan #: 001

(a) Party In Interest**	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment (shares)	(d) Cost*	(e) Current Value
	Verus Securitization Trust, 5.44%, due 11/25/2069		*	\$ 266
	Volkswagen Auto Loan Enhanced Trust 2023-1, 5.02%, due 6/20/2028		*	338
	Wells Fargo & Co, 3.00%, due 10/23/2026		*	870
	Wisconsin Public Service Corp., 4.55%, due 12/1/2029		*	369
	World Omni Auto Receivables, 3.25%, due 7/15/2027		*	41
	World Omni Auto Receivables, 5.79%, due 2/15/2029		*	305
	The Bank of New York Mellon Collective Trust Government Short Term Investment Fund (d)		*	52,499
	Insurance Company Separate Accounts - 11.02% New York Life		*	261,606
	Total Collective Trust			\$ 156,617,197
	Corporate Debt-Other			
	ABN AMRO BANK NV SR NON PREFERRED ADJ NOTES	200,000	\$ 200,000	\$ 203,070
	COREBRIDGE GLOBAL FUNDING SECURED NOTES	150,000	149,739	154,019
	AT&T INC SENIOR UNSECURED GLOBAL NOTES Semi	100,000	99,852	97,714
	AFFIRM ASSET SEC TR 2025-2A ABS SER.2025-2A CL.A	125,000	124,984	125,845
	AIR LEASE CORP SENIOR UNSECURED GLOBAL NOTES	615,000	578,936	579,246
	AIR LEASE CORP SENIOR UNSECURED GLOBAL NOTES	497,000	494,908	499,486
	ALLIANT ENERGY FINANCE SENIOR UNSECURED	80,000	79,954	81,081
	ALLY FINANCIAL INC SR UNSECURED GLOBAL ADJNOTES Semi Annual 0 7/31/33	205,000	205,000	206,501
	AMCOR FLEXIBLES NORTH AM SENIOR UNSECUREDNOTES Semi Annual 4.8 3/17/28	105,000	104,942	106,443
	AMEREN CORP SENIOR UNSECURED GLOBAL NOTESSemi Annual 5 1/15/29	90,000	89,797	92,007
	AMERICAN ELECTRIC POWER JR SUB GLOBAL ADJNOTES Semi Annual 0 3/15/56	60,000	58,896	58,952
	AMERICAN EQTY INVT LIFE HLD CO SENIOR UNSECURED GLOBAL NOTES Semi Annual 6 7/15/35	110,000	109,676	111,543
	AMERICAN EXPRESS CO SR UNSECURED GLOBAL ADJNOTES Semi Annual 0 10/24/36	74,000	74,000	73,070
	AMERICREDIT AUTO REC TR 2021-3 ABS SER.2021-3CL.C Monthly 1.41 8/18/27	69,695	69,683	69,212
	AMPHENOL CORP SENIOR UNSECURED GLOBALNOTES Semi Annual 4.38 6/12/28	125,000	124,889	126,155
	ANALOG DEVICES INC SENIOR UNSECURED GLOBALNOTES Semi Annual 4.25 6/15/28	130,000	129,860	131,072
	AON NORTH AMERICA INC SENIOR UNSECUREDGLOBAL NOTES Semi Annual 5.13 3/1/27	363,000	362,292	367,465
	APA CORP SENIOR UNSECURED NOTES Semi Annual6.1 2/15/35	110,000	109,287	113,074
	APOLLO DEBT SOLUTIONS BDC SENIOR UNSECUREDNOTES Semi Annual 5.88 8/30/30	35,000	34,977	35,401
	APPLEBEES FUNDING LLC 2025-1A ABS SER.2025-1ACL.A2 Quarterly 6.72 6/7/55	225,000	225,000	226,638
	AQUA FINANCE TRUST 2021-A ABS SER.2021-A CL.AMonthly 1.54 7/17/46	29,938	29,935	27,544
	ARES CAPITAL CORP SENIOR UNSECURED GLOBALNOTES Semi Annual 5.8 3/8/32	75,000	74,230	75,737
	ARES STRATEGIC INCOME FUND SENIOR UNSECUREDNOTES Semi Annual 5.7 3/15/28	75,000	74,575	75,983
	ARROW ELECTRONICS INC SENIOR UNSECUREDGLOBAL NOTES Semi Annual 5.15 8/21/29	110,000	109,894	112,507
	AUTONATION INC SENIOR UNSECURED GLOBALNOTES Semi Annual 4.45 1/15/29	150,000	149,769	150,413
	AUTOZONE INC SENIOR UNSECURED GLOBAL NOTESSemi Annual 5.05 7/15/26	115,000	114,860	115,650
	AVIATION CAPITAL GROUP LLC SENIOR UNSECUREDNOTES Semi Annual 5.13 4/10/30	60,000	59,630	60,920
	AVIS BUDGET RENTAL CAR FUNDING ABS SER.2023-3ACL.A Monthly 5.44 2/22/28	185,000	184,969	187,215
	AVIS BUDGET RENTAL CAR FUNDING ABS SER.2024-1ACL.A Monthly 5.36 6/20/30	100,000	99,983	103,108
	AVIS BUDGET RENTAL CAR FUNDING ABS SER.2024-2ACL.A Monthly 5.13 10/20/28	180,000	180,907	182,762
	AVNET INC SENIOR UNSECURED GLOBAL NOTES SemiAnnual 6.25 3/15/28	55,000	54,848	56,963
	BHG SECURITIZATION 2025-2CON ABS SER.2025-2CONCL.A Monthly 4.84 9/17/36	89,518	89,509	90,364
	BHP BILLITON FINANCE USA LTD SENIOR UNSECUREDGLOBAL NOTES Semi Annual 4.88 2/27/26	140,000	139,712	140,155
	BGC GROUP INC SENIOR UNSECURED GLOBAL NOTESSemi Annual 6.15 4/2/30	35,000	34,951	36,241
	BBCMS MTGE TR 2025-5C36 ABS SER.2025-5C36 CL.A3Monthly 5.52 8/15/58	640,000	660,300	667,595
	BMW VEHICLE LEASE TRUST 2024-2 ABS SER.2024-2CL.A3 Monthly 4.18 10/25/27	75,000	74,993	75,233
	BAIN CAPITAL SPECIALTY FINANCE SENIOR UNSECURED NOTES Semi Annual 2.55 10/13/26	42,000	41,552	41,346
	BAIN CAPITAL SPECIALTY FINANCE SENIOR UNSECURED GLOBAL NOTES Semi Annual 5.95 3/15/30	25,000	24,716	24,904
	BANK OF AMERICA CORP SENIOR UNSECUREDGLOBAL NOTES Semi Annual 0 12/20/28	745,000	717,005	735,629
	BANK OF AMERICA CORP SR UNSEC ADJ MED TERMNOTES Semi Annual 0 3/5/29	870,000	848,816	868,585
	BANK OF AMERICA CORP SR UNSECURED GLOBAL ADJNOTES Semi Annual 4.27 7/23/29	495,000	489,906	497,269
	BANK OF MONTREAL SR UNSECURED GLOBAL ADJNOTES Semi Annual 0 1/27/29	75,000	75,000	76,421
	BANK OF NOVA SCOTIA SR UNSECURED GLOBAL ADJNOTES Semi Annual 0 9/15/31	154,000	154,000	153,471
	BANK5 2024-5YR8 ABS SER.2024-5YR8 CL.A3 Monthly5.88 8/15/57	415,000	427,446	434,627
	BARCLAYS PLC SR UNSECURED GLOBAL ADJ NOTESSemi Annual 0 11/11/29	330,000	330,000	331,821
	BARINGS BDC INC SENIOR UNSECURED GLOBALNOTES Semi Annual 5.2 9/15/28	90,000	89,353	89,559
	BBCMS MTGE TR 2025-5C34 ABS SER.2025-5C34 CL.A3Monthly 5.66 5/15/58	600,000	624,516	628,170
	BENCHMARK MTGE TRUST 2025-V15 ABS SER.2025-V15CL.A3 Monthly 5.8 6/15/58	315,000	329,544	331,744
	BENCHMARK MTGE TRUST 2025-V16 ABS SER.2025-V16CL.A3 Monthly 5.44 8/15/57	480,000	493,406	498,810
	BLOCK FINANCIAL LLC SENIOR UNSECURED GLOBALNOTES Semi Annual 5.38 9/15/32	90,000	89,808	90,580
	BLUE OWL CREDIT INCOME SENIOR UNSECUREDGLOBAL NOTES Semi Annual 6.6 9/15/29	30,000	30,507	30,853
	BLUEPEAK ABS ISSUER 2025-1A ABS SER.2025-1ACL.A2 Monthly 5.86 12/20/55	155,000	155,000	155,467
	BOARDWALK PIPELINES LP SENIOR UNSECUREDGLOBAL NOTES Semi Annual 5.38 2/15/36	80,000	79,882	80,397
	BRIGHTHOUSE FINANCIAL GLBL FND SECURED NOTESSemi Annual 5.55 4/9/27	145,000	144,957	147,030
	BROADCOM INC SENIOR UNSECURED GLOBAL NOTESSemi Annual 5.05 7/12/29	165,000	164,784	169,880
	BROADCOM INC SENIOR UNSECURED GLOBAL NOTESSemi Annual 4.35 2/15/30	315,000	314,866	317,057
	BROOKFIELD ASSET MANAGEMENT SENIOR UNSECURED GLOBAL NOTES Semi Annual 4.65 11/15/30	169,000	169,000	170,211
	BROWN & BROWN INC SENIOR UNSECURED GLOBALNOTES Semi Annual 4.7 6/23/28	75,000	74,946	75,899
	CDW LLC/CDW FINANCE SENIOR UNSECURED NOTESSemi Annual 3.28 12/1/28	120,000	120,000	116,590
	CNH INDUSTRIAL CAP LLC SR UNSECURED EURONOTES Semi Annual 4.75 3/21/28	80,000	79,726	80,910
	CNH INDUSTRIAL CAP LLC SENIOR UNSECUREDGLOBAL NOTES Semi Annual 4.5 10/16/30	87,000	86,796	87,003
	CVS HEALTH CORP SENIOR UNSECURED GLOBALNOTES Semi Annual 5.45 9/15/35	115,000	114,966	117,715

MARY KAY INC. PROFIT SHARING AND 401(k) PLAN
FORM 5500, SCHEDULE H, LINE 4(i) - SCHEDULE OF ASSETS (HELD AT END OF YEAR)

As of December 31, 2025

EIN: 75-1151701
Plan #: 001

(a) Party In Interest**	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment (shares)	(d) Cost*	(e) Current Value
	CAMPBELLS COMPANY/THE SENIOR UNSECUREDGLOBAL NOTES Semi Annual 4.55 3/21/31	150,000	\$ 149,676	\$ 149,251
	CANADIAN IMPERIAL BANK OF COMM SENIOR UNSECURED GLOBAL NOTES Semi Annual 5.24 6/28/27	85,000	85,000	86,611
	CANADIAN IMPERIAL BANK OF COMM SR UNSECUREDGLOBAL ADJ NOTES Semi Annual 0 3/30/29	170,000	170,000	172,810
	CANTOR FITZGERALD LP SENIOR UNSECURED NOTESSemi Annual 7.2 12/12/28	65,000	64,874	69,047
	CAPITAL ONE FINANCIAL CORP SR UNSECUREDGLOBAL ADJ NOTES Semi Annual 0 10/29/27	125,000	125,000	127,979
	CAPITAL ONE FINANCIAL CORP SR UNSECUREDGLOBAL ADJ NOTES Semi Annual 0 2/1/30	395,000	408,075	410,682
	CAPITAL ONE FINANCIAL CORP SR UNSECUREDGLOBAL ADJ NOTES Semi Annual 0 9/11/31	65,000	65,000	64,905
	CARDINAL HEALTH INC SENIOR UNSECURED GLOBALNOTES Semi Annual 5 11/15/29	210,000	209,929	215,674
	CARMAX AUTO OWNER TRUST 2025-4 ABS SER.2025-4CL.A3 Monthly 4.26 12/16/30	50,000	49,996	50,093
	CATERPILLAR FIN SERVICES CORP SENIOR UNSECURED GLOBAL NOTES Semi Annual 3.95 11/14/28	165,000	164,913	165,388
	CENTENE CORP SENIOR UNSECURED GLOBAL NOTESSemi Annual 2.45 7/15/28	150,000	139,337	140,451
	CENTERPOINT ENERGY INC JR SUB GLOBAL ADJNOTES Semi Annual 0 5/15/55	115,000	115,000	117,923
	CHARTER COMM OPT LLC/CAP SECURED GLOBALNOTES Semi Annual 6.1 6/1/29	105,000	104,941	109,586
	CHENIERE ENERGY INC SECURED NOTES Semi Annual4.63 10/15/28	430,000	421,826	429,271
	CHENIERE CORPUS CHRISTI HLDGS 1ST LIEN GLOBALNOTES Semi Annual 5.13 6/30/27	351,000	351,786	354,394
	CHESAPEAKE FNDG II LLC 2023-1A ABS SER.2023-1ACL.A1 Monthly 5.65 5/15/35	27,941	27,940	28,071
	CITIGROUP INC SENIOR UNSECURED GLOBAL NOTESSemi Annual 3.52 10/27/28	369,000	327,273	365,694
	CITIGROUP INC SR UNSECURED GLOBAL ADJ NOTESemi Annual 0 6/9/27	319,000	284,995	315,343
	CITIGROUP INC SR UNSECURED GLOBAL ADJ NOTESemi Annual 0 5/7/28	230,000	230,000	231,867
	CITIBANK CC ISSUANCE TRUST ABS SER.2025-A2 CL.ASemi Annual 4.49 6/21/32	175,000	174,948	178,382
	CITIGROUP INC SR UNSECURED GLOBAL ADJ NOTESemi Annual 0 9/19/30	780,000	778,151	786,203
	CNO GLOBAL FUNDING SECURED NOTES Semi Annual2.65 1/6/29	245,000	244,642	232,906
	CONAGRA BRANDS INC SENIOR UNSECURED GLOBALNOTES Semi Annual 5.3 10/1/26	250,000	249,638	252,090
	CONSTELLATION BRANDS INC SENIOR UNSECUREDGLOBAL NOTES Semi Annual 4.8 1/15/29	150,000	149,834	152,414
	CREDIT ACCEPTANCE AUTO 2025-2A ABS SER.2025-2ACL.B Monthly 4.87 1/15/36	60,000	59,990	60,559
	CUBESMART LP SENIOR UNSECURED NOTES SemiAnnual 3.13 9/1/26	240,000	228,559	238,417
	CYRUSONE DATA CENTERS 2025-1A ABS SER.2025-1ACL.A2 Monthly 5.91 2/20/50	185,000	185,434	187,735
	DLMT LLC 2023-1A ABS SER.2023-1A CL.A3 Monthly 5.34 3/22/27	54,335	54,327	54,570
	DB MASTER FINANCE LLC 2025-1A ABS SER.2025-1ACL.A2I Quarterly 4.89 8/20/55	165,000	165,000	165,405
	DTE ENERGY COMPANY SENIOR UNSECURED GLOBALNOTES Semi Annual 5.1 3/1/29	380,000	386,080	389,403
	DTE ENERGY COMPANY SENIOR UNSECURED GLOBALNOTES Semi Annual 4.95 7/1/27	75,000	74,911	75,988
	DAIMLER TRUCKS FINANCE NA LLC SENIOR UNSECURED NOTES Semi Annual 5.38 1/13/32	270,000	268,091	278,258
	DANSKE BANK A/S SR NON PREFERRED ADJ NOTESSemi Annual 0 3/4/31	250,000	250,000	255,313
	DARDEN RESTAURANTS INC SENIOR UNSECUREDGLOBAL NOTES Semi Annual 4.55 10/15/29	95,000	94,820	95,874
	DELL EQUIP FINANCE TR 2023-3 ABS SER.2023-3 CL.A3Monthly 5.93 4/23/29	67,728	67,724	68,085
	DELL INT LLC / EMC CORP SENIOR UNSECUREDGLOBAL NOTES Semi Annual 4.75 10/6/32	115,000	114,675	114,849
	DIGITAL REALTY TRUST LP SENIOR UNSECUREDNOTES Semi Annual 5.55 1/15/28	480,000	491,645	492,994
	DOMINION ENERGY INC SENIOR UNSECURED GLOBALNOTES Semi Annual 4.6 5/15/28	95,000	94,860	96,109
	DOMINION ENERGY INC JR SUB GLOBAL ADJ NOTESemi Annual 0 2/15/56	50,000	50,436	50,231
	DOW CHEMICAL CO/THE SENIOR UNSECURED GLOBALNOTES Semi Annual 4.8 1/15/31	145,000	144,725	144,178
	DRIVE AUTO REC TR 2024-2 ABS SER.2024-2 CL.BMonthly 4.52 7/16/29	105,000	104,996	105,424
	DRIVEN BRANDS FNDG LLC 2024-1A ABS SER.2024-1ACL.A2 Quarterly 6.37 10/20/54	187,625	187,625	194,095
	DUKE ENERGY CORP SENIOR UNSECURED GLOBALNOTES Semi Annual 3.15 8/15/27	320,000	311,136	316,010
	EPR PROPERTIES SENIOR UNSECURED GLOBALNOTES Semi Annual 4.75 12/15/26	220,000	241,450	220,636
	EPR PROPERTIES SENIOR UNSECURED GLOBALNOTES Semi Annual 4.75 11/15/30	130,000	128,440	128,987
	EAGLE MATERIALS INC SENIOR UNSECURED GLOBALNOTES Semi Annual 5 3/15/36	51,000	50,441	49,956
	EASTMAN CHEMICAL CO SENIOR UNSECURED GLOBALNOTES Semi Annual 5 8/1/29	85,000	84,530	86,719
	EBAY INC SENIOR UNSECURED GLOBAL NOTES SemiAnnual 4.25 3/6/29	80,000	79,982	80,231
	EDISON INTERNATIONAL SENIOR UNSECURED GLOBALNOTES Semi Annual 5.75 6/15/27	588,000	589,641	598,446
	ENACT HOLDINGS INC SENIOR UNSECURED GLOBALNOTES Semi Annual 6.25 5/28/29	165,000	164,922	172,688
	ENBRIDGE INC SENIOR UNSECURED GLOBAL NOTESSemi Annual 4.6 6/20/28	320,000	319,990	323,298
	ENERGY TRANSFER OPERATING LP SENIOR UNSECURED GLOBAL NOTES Semi Annual 5.25 4/15/29	775,000	777,356	796,346
	EQUINIX EU 2 FINANCING C SENIOR UNSECUREDGLOBAL NOTES Semi Annual 4.6 11/15/30	113,000	112,924	113,341
	EQUIFAX INC SENIOR UNSECURED NOTES Semi Annual5.1 12/15/27	185,000	189,570	188,457
	EQUIFAX INC SENIOR UNSECURED GLOBAL NOTESSemi Annual 5.1 6/1/28	75,000	74,777	76,628
	EQUIFAX INC SENIOR UNSECURED GLOBAL NOTESSemi Annual 4.8 9/15/29	135,000	134,957	137,190
	ESSENTIAL UTILITIES INC SENIOR UNSECUREDGLOBAL NOTES Semi Annual 4.8 8/15/27	75,000	74,973	75,896
	ESSENTIAL PROPER SENIOR UNSECURED GLOBALNOTES Semi Annual 5.4 12/1/35	55,000	54,074	55,101
	EVERSOURCE ENERGY SENIOR UNSECURED GLOBALNOTES Semi Annual 4.6 7/1/27	553,000	543,488	556,758
	EXTRA SPACE STORAGE INC SENIOR UNSECUREDGLOBAL NOTES Semi Annual 5.7 4/1/28	65,000	66,857	67,156
	EXTRA SPACE STORAGE INC SENIOR UNSECUREDGLOBAL NOTES Semi Annual 3.5 7/1/26	396,000	398,702	394,793
	FS KKR CAPITAL CORP SENIOR UNSECURED GLOBALNOTES Semi Annual 7.88 1/15/29	25,000	24,830	25,881
	FS KKR CAPITAL CORP SENIOR UNSECURED GLOBALNOTES Semi Annual 6.13 1/15/30	70,000	69,783	68,903
	F&G GLOBAL FUNDING SECURED NOTES Semi Annual4.65 9/8/28	45,000	44,991	45,286
	FED CAISSES DESJARDINS SENIOR UNSECUREDNOTES Semi Annual 5.7 3/14/28	260,000	259,932	269,245
	FELLS POINT FUNDING TR SENIOR UNSECUREDNOTES Semi Annual 3.05 1/31/27	130,000	130,000	128,429
	FIFTH THIRD BANCORP SR UNSECURED GLOBAL ADJNOTES Semi Annual 0 9/6/30	320,000	325,853	325,161
	FIRST CITIZEN BANCSHARE SR UNSECURED GLOBALADJ NOTES Semi Annual 0 3/12/31	325,000	329,716	329,942
	FIRSTKEY HOMES TRUST 2021-SFR2 ABS SER.2021-SFR2 CL.A Monthly 1.38 9/17/26	614,726	614,708	602,529
	FORD CREDIT FLRPLN MSTR OWN A ABS SER.2025-1CL.A1 Monthly 4.63 4/15/30	615,000	614,853	625,212
	FORTITUDE GLOBAL FUNDING SECURED NOTES SemiAnnual 4.63 10/6/28	70,000	69,990	70,014
	FRONTIER ISSUER LLC 2023-1 ABS SER.2023-1 CL.A2Monthly 6.6 8/20/53	140,000	134,606	141,283
	FRONTIER ISSUER LLC 2024-1 ABS SER.2024-1 CL.A2Monthly 6.19 6/20/54	50,000	49,982	51,551

MARY KAY INC. PROFIT SHARING AND 401(k) PLAN
FORM 5500, SCHEDULE H, LINE 4(i) - SCHEDULE OF ASSETS (HELD AT END OF YEAR)
As of December 31, 2025

EIN: 75-1151701
Plan #: 001

(a) Party In Interest**	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment (shares)	(d) Cost*	(e) Current Value
	GATX CORP SENIOR UNSECURED GLOBAL NOTES SemiAnnual 5.4 3/15/27	50,000	\$ 49,957	\$ 50,712
	GATX CORP SENIOR UNSECURED GLOBAL NOTES SemiAnnual 5.5 6/15/35	127,000	131,643	130,139
	GMF FLRPLN OWNER REV TR 2024-1 ABS SER.2024-1CL.A1 Monthly 5.13 3/15/29	180,000	179,977	182,694
	GE HEALTHCARE TECHNOLOGIES INC SENIOR UNSECURED GLOBAL NOTES Semi Annual 4.15 12/15/28	35,000	35,000	35,096
	GM FNL CONS AUTO REC TR 2025-1 ABS SER.2025-1CL.A4 Monthly 4.73 8/16/30	1,300,000	1,298,950	1,325,331
	GARTNER INC SENIOR UNSECURED GLOBAL NOTES Semi Annual 5.6 11/20/35	168,000	167,987	167,549
	GENERAL MOTORS COMPANY SENIOR UNSECUREDGLOBAL NOTES Semi Annual 5.63 4/15/30	85,000	84,957	88,564
	GENERAL MOTORS FINL CO INC SENIOR UNSECUREDGLOBAL NOTES Semi Annual 5.05 4/4/28	410,000	410,461	417,557
	GENUINE PARTS CO SENIOR UNSECURED GLOBALNOTES Semi Annual 4.95 8/15/29	160,000	159,514	162,671
	GLAXOSMITHKLINE CAP INC SENIOR UNSECUREDGLOBAL NOTES Semi Annual 4.5 4/15/30	130,000	129,357	132,130
	GLENORE FUNDING LLC SENIOR UNSECURED NOTES Semi Annual 5.19 4/1/30	60,000	60,000	61,660
	GLOBAL PAYMENTS INC SENIOR UNSECURED GLOBALNOTES Semi Annual 4.88 11/15/30	169,000	168,948	169,188
	GLOBAL ATLANTIC FINANCE CO SUBORDINATED ADJNOTES Semi Annual 0 3/1/56	100,000	100,000	100,469
	GOLDMAN SACHS GROUP INC SR UNSECUREDGLOBAL ADJ NOTES Semi Annual 0 10/24/29	365,000	385,013	387,078
	GOLDMAN SACHS GROUP INC SR UNSECUREDGLOBAL ADJ NOTES Semi Annual 0 7/23/30	156,000	156,000	159,840
	GOLDMAN SACHS GROUP INC SR UNSECUREDGLOBAL ADJ NOTES Semi Annual 0 10/21/36	176,000	176,000	174,719
	GOLDMAN SACHS GROUP INC SENIOR UNSECUREDNOTES Semi Annual 3.69 6/5/28	217,000	213,749	215,845
	GOLDMAN SACHS GROUP INC SR UNSECUREDGLOBAL ADJ NOTES Semi Annual 0 2/24/28	711,000	661,095	699,910
	GOLDMAN SACHS PRIVATE CR SENIOR UNSECUREDNOTES Semi Annual 5.38 1/31/29	50,000	49,653	50,199
	GOLDMAN SACHS PRIVATE CR SENIOR UNSECUREDNOTES Semi Annual 5.88 1/31/31	25,000	24,688	25,028
	GOLUB CAPITAL BDC INC SENIOR UNSECUREDGLOBAL NOTES Semi Annual 2.5 8/24/26	115,000	114,127	113,250
	GOLUB CAPITAL BDC INC SENIOR UNSECUREDGLOBAL NOTES Semi Annual 7.05 12/5/28	40,000	42,249	42,209
	GOLUB CAPITAL BDC INC SENIOR UNSECUREDGLOBAL NOTES Semi Annual 6 7/15/29	5,000	4,944	5,112
	GOLUB CAPITAL CAP FND SENIOR UNSECURED NOTES Semi Annual 5.45 8/15/28	20,000	19,867	20,124
	HCA INC SENIOR UNSECURED NOTES Semi Annual 4.13 6/15/29	500,000	479,801	498,305
	HSBC HOLDINGS PLC SR UNSECURED GLOBAL ADJNOTES Semi Annual 0 11/19/28	200,000	200,000	203,703
	HSBC HOLDINGS PLC SR UNSECURED GLOBAL ADJNOTES Semi Annual 0 5/13/31	230,000	230,000	236,964
	HPS CORPORATE LENDING FUND SENIOR UNSECUREDGLOBAL NOTES Semi Annual 6.25 9/30/29	35,000	34,628	36,257
	HPS CORPORATE LENDING FUND SENIOR UNSECUREDNOTES Semi Annual 5.45 11/15/30	65,000	64,910	64,809
	HELMERICH & PAYNE INC SENIOR UNSECUREDGLOBAL NOTES Semi Annual 5.5 12/1/34	65,000	64,807	63,995
	HERCULES CAPITAL INC SENIOR UNSECURED NOTES Semi Annual 3.38 1/20/27	120,000	119,138	119,374
	HERTZ VEHICLE FIN LLC 2022-2A ABS SER.2022-2A CL.A Monthly 2.33 6/26/28	140,000	128,838	136,742
	HERTZ VEHICLE FIN LLC 2024-1A ABS SER.2024-1A CL.A Monthly 5.44 1/25/29	165,000	164,995	168,451
	HEWLETT PACKARD ENTERPRISE CO SENIOR UNSECURED GLOBAL NOTES Semi Annual 4.55 10/15/29	225,000	224,762	226,293
	HEWLETT PACKARD ENTERPRISE CO SENIOR UNSECURED GLOBAL NOTES Semi Annual 4.4 10/15/30	130,000	129,877	129,602
	HONDA AUTO REC OWN TR 2025-2 ABS SER.2025-2CL.A3 Monthly 4.15 10/15/29	840,000	839,906	845,138
	HOST HOTELS & RESORTS LP SENIOR UNSECUREDGLOBAL NOTES Semi Annual 4.25 12/15/28	545,000	542,488	545,534
	HUNTINGTON BANCSHARES SR UNSECURED GLOBALADJ NOTES Semi Annual 0 8/21/29	70,000	70,000	73,416
	HUNTINGTON BANCSHARES SR UNSECURED GLOBALADJ NOTES Semi Annual 0 1/15/31	80,000	80,000	82,316
	HYATT HOTELS CORP SENIOR UNSECURED GLOBALNOTES Semi Annual 5.25 6/30/29	85,000	84,572	87,496
	HYUNDAI CAPITAL AMERICA SENIOR UNSECUREDNOTES Semi Annual 5.15 3/27/30	105,000	104,794	107,566
	HYUNDAI CAPITAL AMERICA SENIOR UNSECUREDNOTES Semi Annual 4.25 9/18/28	40,000	39,920	40,014
	ILLUMINA INC SENIOR UNSECURED GLOBAL NOTES Semi Annual 4.65 9/9/26	80,000	79,944	80,257
	ILLUMINA INC SENIOR UNSECURED GLOBAL NOTES Semi Annual 4.75 12/12/30	90,000	89,966	90,860
	INVITATION HOME OPERATING LP SENIOR UNSECURED GLOBAL NOTES Semi Annual 2.3 11/15/28	530,000	482,385	503,967
	IQVIA INC SECURED GLOBAL NOTES Semi Annual 6.252/1/29	80,000	79,878	84,329
	JPMCC COMM MTG SEC TR 2016-JP2 ABS SER.2016-JP2CL.A3 Monthly 2.56 8/15/49	426,339	406,775	425,044
	JPMORGAN CHASE & CO SR UNSECURED GLOBAL ADJNOTES Semi Annual 0 6/1/29	140,000	140,000	133,687
	JPMORGAN CHASE & CO SR UNSECURED GLOBAL ADJNOTES Semi Annual 0 9/22/27	945,000	863,834	927,755
	JPMORGAN CHASE & CO SR UNSECURED GLOBAL ADJNOTES Semi Annual 0 4/22/30	135,000	135,000	140,836
	JEFFERIES FINANCIAL GROUP INC SENIOR UNSECURED GLOBAL NOTES Semi Annual 5.88 7/21/28	115,000	114,353	119,478
	JERSEY MIKES FUNDING 2024-1A ABS SER.2024-1ACL.A2 Quarterly 5.64 2/15/55	193,538	191,579	197,428
	KBC GROEP NV SENIOR UNSECURED ADJ NOTES Semi Annual 0 9/23/31	200,000	200,000	199,488
	KEYCORP SR UNSEC MEDIUM TERM NOTES Semi Annual 2.25 4/6/27	208,000	196,918	203,294
	KIMCO REALTY CORP SENIOR UNSECURED NOTES Semi Annual 3.8 4/1/27	286,000	263,435	285,687
	KINDER MORGAN INC SR UNSECURED GLOBAL NOTES Semi Annual 5.1 8/1/29	135,000	134,788	138,820
	KYNDRYL HOLDINGS INC SENIOR UNSECUREDGLOBAL NOTES Semi Annual 2.7 10/15/28	311,000	276,585	298,048
	LAD AUTO RCVBLS TRUST 2024-1A ABS SER.2024-1ACL.A4 Monthly 5.17 9/15/28	30,000	30,000	30,179
	LKQ CORP SENIOR UNSECURED NOTES Semi Annual 5.75 6/15/28	105,000	104,727	108,467
	LPL HOLDINGS INC SENIOR UNSECURED GLOBALNOTES Semi Annual 5.7 5/20/27	208,000	208,543	211,986
	LPL HOLDINGS INC SENIOR UNSECURED GLOBALNOTES Semi Annual 5.15 6/15/30	65,000	64,926	66,288
	LYB INT FINANCE III SENIOR UNSECURED GLOBALNOTES Semi Annual 5.13 1/15/31	34,000	33,934	34,126
	LAD AUTO RCVBLS TRUST 2024-3A ABS SER.2024-3ACL.A3 Monthly 4.52 3/15/29	45,000	44,998	45,195
	LAD AUTO RCVBLS TRUST 2023-4A ABS SER.2023-4ACL.B Monthly 6.39 10/16/28	50,000	49,990	50,851
	LAS VEGAS SANDS CORP SENIOR UNSECUREDGLOBAL NOTES Semi Annual 5.63 6/15/28	115,000	114,914	117,909
	LIBERTY UTILITIES CO SENIOR UNSECURED NOTES Semi Annual 5.58 1/31/29	110,000	109,996	113,625
	LINCOLN FIN GLBL FUNDING SECURED NOTES Semi Annual 4.63 5/28/28	90,000	89,973	90,855
	LOWES COS INC SENIOR UNSECURED GLOBAL NOTES Semi Annual 4.85 10/15/35	150,000	149,642	148,776
	M&T EQUIPMENT NOTES 2023-1A ABS SER.2023-1ACL.A3 Monthly 5.74 7/15/30	51,254	51,252	51,556
	M&T BANK CORPORATION SR UNSECURED GLOBALADJ NOTES Semi Annual 0 7/8/31	65,000	65,000	66,731
	MPLX LP SENIOR UNSECURED GLOBAL NOTES Semi Annual 4.13 3/1/27	325,000	318,559	325,145
	MSD INVESTMENT CORP SENIOR UNSECURED NOTES Semi Annual 6.25 5/31/30	30,000	29,687	30,189

MARY KAY INC. PROFIT SHARING AND 401(k) PLAN
FORM 5500, SCHEDULE H, LINE 4(i) - SCHEDULE OF ASSETS (HELD AT END OF YEAR)
As of December 31, 2025

EIN: 75-1151701
Plan #: 001

(a) Party In Interest**	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment (shares)	(d) Cost*	(e) Current Value
	MSD INVESTMENT CORP SENIOR UNSECURED NOTES	Semi Annual 6.13 2/5/31	20,000 \$	19,791 \$
	MAIN STREET CAPITAL CORP SENIOR UNSECURED	NOTES Semi Annual 3 7/14/26	29,000	29,505
	MAIN STREET CAPITAL CORP SENIOR UNSECURED	GLOBAL NOTES Semi Annual 6.5 6/4/27	40,000	40,385
	MAIN STREET CAPITAL CORP SENIOR UNSECURED	GLOBAL NOTES Semi Annual 5.4 8/15/28	30,000	29,997
	MARRIOTT INTERNATIONAL INC SENIOR UNSECURED	GLOBAL NOTES Semi Annual 5.55 10/15/28	150,000	149,151
	MASSMUTUAL GLOBAL FUNDING II SECURED	NOTES Semi Annual 4.95 1/10/30	380,000	379,818
	METRONET INFRA ISSUER 2025-2A ABS SER.2025-2ACL.A2	Monthly 5.4 8/20/55	50,000	49,996
	MICROCHIP TECHNOLOGY INC SENIOR UNSECURED	GLOBAL NOTES Semi Annual 5.05 2/15/30	85,000	84,934
	MICRON TECHNOLOGY INC SENIOR UNSECURED	GLOBAL NOTES Semi Annual 5.33 2/6/29	180,000	183,425
	MID AMERICA APARTMENTS LP SENIOR UNSECURED	GLOBAL NOTES Semi Annual 4.65 1/15/33	101,000	100,348
	MITSUBISHI HC FIN AMER SENIOR UNSECURED	NOTES Semi Annual 5.15 10/24/29	205,000	204,764
	MIZUHO FINANCIAL GROUP INC SR UNSECURED	GLOBAL ADJ NOTES Semi Annual 0 7/8/31	200,000	200,000
	MORGAN STANLEY SR UNSECURED GLOBAL ADJ	NOTES Semi Annual 0 4/18/30	195,000	195,000
	MORGAN STANLEY SR UNSECURED GLOBAL ADJ	NOTES Semi Annual 0 10/18/30	145,000	145,000
	MORGAN STANLEY SR UNSECURED GLOBAL ADJ	NOTES Semi Annual 0 1/15/31	115,000	115,000
	MORGAN STANLEY SR UNSECURED GLOBAL ADJ	NOTES Semi Annual 0 10/22/31	125,000	125,000
	MORGAN STANLEY DIRECT LENDING SENIOR UNSECURED	GLOBAL NOTES Semi Annual 6 5/19/30	23,000	22,753
	MOSAIC COMPANY (THE) SENIOR UNSECURED	GLOBAL NOTES Semi Annual 4.35 1/15/29	41,000	40,973
	MYLAN INC SENIOR UNSECURED GLOBAL	NOTES Semi Annual 4.55 4/15/28	325,000	319,794
	NATIONAL RURAL UTILS COOP FIN SR UNSECURED	MEDIUM TERM NOTES Semi Annual 5.6 11/13/26	145,000	144,949
	NEW MOUNTAIN FINANCE CORP SENIOR UNSECURED	GLOBAL NOTES Semi Annual 6.88 2/1/29	35,000	34,637
	NEW MOUNTAIN FINANCE CORP SENIOR UNSECURED	GLOBAL NOTES Semi Annual 6.2 10/15/27	40,000	39,745
	NEXTERA ENERGY CAPITAL SENIOR UNSECURED	GLOBAL NOTES Semi Annual 3.5 4/1/29	370,000	352,011
	NEXTERA ENERGY CAPITAL SENIOR UNSECURED	GLOBAL NOTES Semi Annual 4.69 9/1/27	80,000	80,253
	NISOURCE INC SENIOR UNSECURED GLOBAL	NOTES Semi Annual 5.2 7/1/29	110,000	109,778
	NORTH HAVEN PRIVATE INC SENIOR UNSECURED	NOTES Semi Annual 5.13 9/25/28	35,000	34,753
	NSTAR ELECTRIC CO SENIOR UNSECURED GLOBAL	NOTES Semi Annual 4.85 3/1/30	95,000	94,823
	OMEGA HEALTHCARE INVESTORS INC SENIOR UNSECURED	GLOBAL NOTES Semi Annual 5.2 7/1/30	95,000	94,162
	ORACLE CORP SENIOR UNSECURED GLOBAL	NOTES Semi Annual 2.65 7/15/26	325,000	323,645
	ORACLE CORP SENIOR UNSECURED GLOBAL	NOTES Semi Annual 2.8 4/1/27	457,000	414,572
	BLUE OWL CREDIT INCOME SENIOR UNSECURED	NOTES Semi Annual 7.95 6/13/28	30,000	29,834
	BLUE OWL CAPITAL CORP I SENIOR UNSECURED	GLOBAL NOTES Semi Annual 8.45 11/15/26	55,000	54,748
	BLUE OWL TECHNOLOGY FINANCE SENIOR UNSECURED	GLOBAL NOTES Semi Annual 6.75 4/4/29	85,000	84,112
	PNC FINANCIAL SERVICES GROUP SR UNSECURED	GLOBAL ADJ NOTES Semi Annual 0 5/14/30	506,000	509,299
	PPG INDUSTRIES INC SENIOR UNSECURED GLOBAL	NOTES Semi Annual 4.38 3/15/31	110,000	109,527
	PVH CORP SENIOR UNSECURED GLOBAL	NOTES Semi Annual 5.5 6/13/30	97,000	96,874
	PACIFIC GAS & ELECTRIC CO 1ST LIEN 1ST MORTGAGE	NOTES Semi Annual 5 6/4/28	35,000	34,940
	PACIFIC LIFE GLOBAL FUNDING II SECURED	NOTES Semi Annual 4.85 2/10/30	130,000	129,955
	PLAINS ALL AMERN PIPELINE LP SENIOR UNSECURED	GLOBAL NOTES Semi Annual 4.5 12/15/26	405,000	384,742
	PLAINS ALL AMERN PIPELINE LP SENIOR UNSECURED	GLOBAL NOTES Semi Annual 5.6 1/15/36	60,000	59,879
	PLANET FITNESS MSTR 2025-1A ABS SER.2025-1ACL.A2I	Quarterly 5.27 12/6/55	50,000	50,000
	POLARIS INC SENIOR UNSECURED GLOBAL	NOTES Semi Annual 5.6 3/1/31	45,000	44,973
	PRINCIPAL LIFE GLOBAL FDG II SECURED	NOTES Semi Annual 5.1 1/25/29	190,000	186,723
	PROGRESS RESIDENT TR 2021-SFR8 ABS SER.2021-SFR8	CL.C Monthly 1.93 10/17/38	385,000	382,744
	PROLOGIS TARGETED US LOGISTICS SENIOR UNSECURED	NOTES Semi Annual 4.25 1/15/31	40,000	39,876
	PROTECTIVE LIFE CORP SENIOR UNSECURED	NOTES Semi Annual 4.7 1/15/31	67,000	66,848
	PUBLIC STORAGE SENIOR UNSECURED GLOBAL	NOTES Semi Annual 4.38 7/1/30	85,000	84,751
	QTS 2025-1A ABS SER.2025-1A CL.A2	Monthly 5.44 5/25/55	160,000	161,169
	QUANTA SERVICES INC SENIOR UNSECURED GLOBAL	NOTES Semi Annual 4.3 8/9/28	350,000	349,871
	REGIONS FINANCIAL CORP SR UNSECURED GLOBAL	ADJ NOTES Semi Annual 0 6/6/30	505,000	512,424
	RELIANCE STANDARD LIFE GLOBAL SECURED	NOTES Semi Annual 5.24 2/2/26	55,000	55,000
	RETAINED VANTAGE DATA 2024-1A ABS SER.2024-1ACL.A2	Monthly 4.99 9/15/49	315,000	315,000
	RGA GLOBAL FUNDING SECURED	NOTES Semi Annual 4.6 11/25/30	108,000	107,856
	ROPER TECHNOLOGIES INC SENIOR UNSECURED	GLOBAL NOTES Semi Annual 4.25 9/15/28	35,000	34,991
	RYDER SYSTEM INC SENIOR UNSECURED GLOBAL	NOTES Semi Annual 4.95 9/1/29	105,000	104,575
	SBL HOLDINGS INC SENIOR UNSECURED	NOTES Semi Annual 7.2 10/30/34	115,000	114,645
	SBL HOLDINGS INC SENIOR UNSECURED	NOTES Semi Annual 5.9 9/26/28	49,000	48,940
	SBNA AUTO LEASE TRUST 2024-C ABS SER.2024-CCL.A3	Monthly 4.56 2/22/28	21,865	21,863
	SBNA AUTO LEASE TRUST 2024-A ABS SER.2024-ACL.A3	Monthly 5.39 11/20/26	8,621	8,621
	SEB FUNDING LLC 2021-1A ABS SER.2024-1A CL.A2	Quarterly 7.39 4/30/54	80,000	80,000
	SCF EQUIPMENT TR LLC 2025-1A ABS SER.2025-1ACL.A3	Monthly 5.11 11/21/33	100,000	99,993
	SBNA AUTO LEASE TRUST 2024-B ABS SER.2024-BCL.A3	Monthly 5.56 11/22/27	57,374	57,366
	SCF EQUIPMENT TR LLC 2025-2A ABS SER.2025-2ACL.A3	Monthly 4.33 6/20/36	100,000	99,984
	SAMMONS FINANCIAL GLOBAL SECURED	NOTES Semi Annual 4.95 6/12/30	160,000	159,790
	SANOFI SENIOR UNSECURED GLOBAL	NOTES Semi Annual 4.2 11/3/32	99,000	98,792
	SANTANDER DR AUTO RE TR 2023-5 ABS SER.2023-5CL.B	Monthly 6.16 12/17/29	120,000	119,970
	SANTANDER DR AUTO RE TR 2024-3 ABS SER.2024-3CL.A3	Monthly 5.63 1/16/29	49,596	49,591
	SANTANDER DR AUTO RE TR 2024-4 ABS SER.2024-4CL.A3	Monthly 4.85 1/16/29	7,643	7,642
	SANTANDER DR AUTO RE TR 2025-4 ABS SER.2025-4CL.A3	Monthly 4.17 4/15/30	65,000	64,996
	SANTANDER DR AUTO RE TR 2023-4 ABS SER.2023-4CL.B	Monthly 5.77 12/15/28	115,000	114,975
	SEMPRA ENERGY SENIOR UNSECURED GLOBAL	NOTES Semi Annual 3.4 2/1/28	321,000	311,386
	SEMPRA ENERGY SENIOR UNSECURED GLOBAL	NOTES Semi Annual 5.4 8/1/26	35,000	34,869
	SHENTEL ISSUER LLC 2025-1A ABS SER.2025-1A CL.A2	Monthly 5.64 12/20/55	125,000	124,950
	SIXTH STREET LENDING PARTNERS SENIOR UNSECURED	GLOBAL NOTES Semi Annual 6.5 3/11/29	85,000	84,222

MARY KAY INC. PROFIT SHARING AND 401(k) PLAN
FORM 5500, SCHEDULE H, LINE 4(i) - SCHEDULE OF ASSETS (HELD AT END OF YEAR)

As of December 31, 2025

EIN: 75-1151701
Plan #: 001

(a) Party In Interest**	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment (shares)	(d) Cost*	(e) Current Value
	SKANDINAVISKA ENSKILDA BANKEN SENIOR NONPREFERRED NOTES Semi Annual 4.5 9/3/30	300,000	\$ 299,868	\$ 301,253
	SOUTHWEST AIRLINES CO SENIOR UNSECUREDGLOBAL NOTES Semi Annual 5.13 6/15/27	221,000	225,002	223,783
	SOUTHWEST AIRLINES CO SENIOR UNSECUREDGLOBAL NOTES Semi Annual 4.38 11/15/28	80,000	79,961	80,167
	SPRINT CAPITAL CORP SENIOR UNSECURED GLOBALNOTES Semi Annual 6.88 11/15/28	203,000	216,337	217,845
	STACK INFRASTRUCTURE 2025-1A ABS SER.2025-1ACL.A2 Monthly 5 5/25/50	175,000	171,564	172,436
	STELLANTIS FINANCIAL SER SENIOR UNSECUREDNOTES Semi Annual 4.95 9/15/28	200,000	199,890	202,748
	SUBWAY FUNDING LLC 2024-1A ABS SER.2024-1ACL.A2I Quarterly 6.03 7/30/54	128,700	130,505	130,469
	SWEDBANK AB SENIOR NON PREFERRED NOTES SemiAnnual 5.41 3/14/29	210,000	210,000	217,313
	TD SYNEX CORP SENIOR UNSECURED GLOBALNOTES Semi Annual 4.3 1/17/29	70,000	69,938	69,873
	SYNCHRONY FINANCIAL SR UNSECURED GLOBAL ADJNOTES Semi Annual 0 8/2/30	70,000	70,000	72,952
	SYNCHRONY FINANCIAL SR UNSECURED GLOBAL ADJNOTES Semi Annual 0 3/6/31	45,000	45,000	46,139
	SYSCO CORP SENIOR UNSECURED GLOBAL NOTESSemi Annual 5.75 1/17/29	473,000	493,613	494,343
	CARLYLE SECURED LENDING SENIOR UNSECUREDGLOBAL NOTES Semi Annual 5.75 2/15/31	55,000	54,688	54,146
	T-MOBILE USA INC 1ST LIEN GLOBAL NOTES SemiAnnual 3.75 4/15/27	222,000	209,912	221,303
	TPG OPERATING GROUP II SENIOR UNSECUREDGLOBAL NOTES Semi Annual 5.38 1/15/36	115,000	114,065	114,626
	TAKE TWO INTERACTIVE SOFTWARE SENIOR UNSECURED GLOBAL NOTES Semi Annual 4.95 3/28/28	150,000	149,820	152,906
	TAKE TWO INTERACTIVE SOFTWARE SENIOR UNSECURED GLOBAL NOTES Semi Annual 5.4 6/12/29	35,000	34,941	36,210
	TARGA RESOURCES CORP SENIOR UNSECUREDGLOBAL NOTES Semi Annual 4.35 1/15/29	93,000	92,942	93,258
	THERMO FISHER SCIENTIFIC INC SENIOR UNSECUREDGLOBAL NOTES Semi Annual 4.47 10/7/32	125,000	125,000	125,398
	TORONTO DOMINION BANK SENIOR UNSECUREDGLOBAL NOTES Semi Annual 4.57 6/2/28	260,000	260,000	263,297
	TOYOTA LEASE OWNER TR 2024-B ABS SER.2024-BCL.A3 Monthly 4.21 9/20/27	235,000	234,973	235,406
	TOYOTA MOTOR CREDIT CORP SENIOR UNSECUREDGLOBAL NOTES Semi Annual 4.65 9/3/32	100,000	99,983	100,931
	TRUSTAGE FINANCIAL GROUP SENIOR UNSECUREDNOTES Semi Annual 4.63 4/15/32	65,000	64,529	62,660
	TRUIST FINANCIAL CORP SR UNSEC ADJ MED TERMNOTES Semi Annual 0 10/30/29	410,000	438,024	442,299
	TRUIST FINANCIAL CORP SR UNSEC ADJ MED TERMNOTES Semi Annual 0 1/24/30	195,000	199,986	201,890
	UBS AG SENIOR UNSECURED ADJ NOTES Semi Annual 0 11/6/33	205,000	205,000	205,197
	UBS COMMERCIAL MTG TR 2017-C5 ABS SER.2017-C5CL.ASB Monthly 3.35 11/15/50	170,443	184,505	169,146
	USB AUTO OWNER TR 2025-1A ABS SER.2025-1A CLA.A3Monthly 4.49 6/17/30	15,000	14,997	15,152
	US BANCORP SR UNSECURED GLOBAL ADJ NOTESSemi Annual 0 6/12/29	448,000	448,000	465,653
	US BANCORP SR UNSECURED GLOBAL ADJ NOTESSemi Annual 0 5/15/31	110,000	110,000	113,387
	UNIVERSAL HEALTH SERVICES INC SECURED GLOBALNOTES Semi Annual 4.63 10/15/29	60,000	59,974	60,235
	VANTAGE DATA CNTRS LLC 2025-1A ABS SER.2025-1ACL.A2 Monthly 5.13 8/15/55	165,000	165,000	163,832
	VICI PROPERTIES LP SENIOR UNSECURED GLOBALNOTES Semi Annual 4.75 4/1/28	50,000	49,865	50,526
	VMWARE INC SENIOR UNSECURED GLOBAL NOTESSemi Annual 1.4 8/15/26	352,000	307,912	346,799
	VOLKSWAGEN GROUP AMERICA SENIOR UNSECUREDNOTES Semi Annual 5.25 3/22/29	245,000	243,981	250,214
	VSTRONG AUTO RCVBLS TR 2024-A ABS SER.2024-ACL.B Monthly 5.77 7/15/30	23,000	22,998	23,360
	WELLS FARGO & CO SR UNSEC ADJ MED TERM NOTESSemi Annual 0 2/11/31	623,000	555,822	581,872
	WELLS FARGO & CO SR UNSECURED GLOBAL ADJNOTES Semi Annual 0 7/25/29	652,000	640,975	675,392
	WELLS FARGO & CO SR UNSECURED GLOBAL ADJNOTES Semi Annual 0 4/22/28	230,000	230,000	234,761
	WESTERN-SOUTHERN GLOBAL SECURED NOTES SemiAnnual 4.5 7/16/28	135,000	134,943	136,007
	WESTERN-SOUTHERN GLOBAL SECURED NOTES SemiAnnual 4.7 12/10/32	155,000	154,836	154,086
	WHEELS FLEET LEAS FNDG 2023-2A ABS SER.2023-1ACL.A Monthly 5.8 4/18/38	53,411	53,409	53,752
	WHEELS FLEET LEAS FNDG 2024-1A ABS SER.2024-1ACL.A1 Monthly 5.49 2/18/39	61,342	61,337	62,101
	WHEELS FLEET LEAS FNDG 2024-2A ABS SER.2024-2ACL.A1 Monthly 4.87 6/21/39	76,439	76,437	77,192
	WHEELS FLEET LEAS FNDG 2024-3A ABS SER.2024-3ACL.A1 Monthly 4.8 9/19/39	165,883	165,873	167,633
	WILLIAMS COMPANIES INC SENIOR UNSECUREDGLOBAL NOTES Semi Annual 5.4 3/2/26	145,000	144,865	145,316
	WILLIAMS PARTNERS LP SENIOR UNSECURED NOTESSemi Annual 3.75 6/15/27	405,000	397,747	403,376
	WILLIS NORTH AMERICA INC SENIOR UNSECUREDGLOBAL NOTES Semi Annual 4.65 6/15/27	198,000	197,018	199,539
	WILLIS NORTH AMERICA INC SENIOR UNSECUREDGLOBAL NOTES Semi Annual 4.55 3/15/31	80,000	79,872	80,115
	WISCONSIN PUBLIC SERVICE CORP SENIOR UNSECURED GLOBAL NOTES Semi Annual 4.55 12/1/29	45,000	44,964	45,811
	XCEL ENERGY INC SENIOR UNSECURED GLOBALNOTES Semi Annual 4.75 3/21/28	30,000	29,920	30,389
	ZAYO GROUP LLC 2025-2A ABS SER.2025-2A CL.A2Monthly 5.95 6/20/55	140,000	140,000	143,391
	Total Corporate Debt-Other			\$ 60,702,589
	Corporate Debt-Preferred			
	ALLY AUTO REC TR 2022-3 ABS SER.2022-3 CL.A3Monthly 5.07 4/15/27	4,155	\$ 4,115	\$ 4,158
	ALLY AUTO REC TR 2025-1 ABS SER.2025-1 CL.A3Monthly 3.96 3/15/30	40,000	39,994	40,132
	AMAZON.COM INC SENIOR UNSECURED GLOBALNOTES Semi Annual 4.65 11/20/35	180,000	179,559	179,272
	AMERICREDIT AUTO REC TR 2024-1 ABS SER.2024-1CL.A3 Monthly 5.43 1/18/29	94,799	94,790	95,516
	AMERICAN CREDIT ACCEP 2023-3 ABS SER.2023-3CL.C Monthly 6.44 10/12/29	33,493	33,489	33,639
	AM EX CREDIT ACCT MASTER TRUST ABS SER.2023-1CL.A Monthly 4.87 5/15/28	815,000	818,938	817,981
	AMERICAN NATIONAL GLOBAL FNDG SECURED NOTESSemi Annual 5.55 1/28/30	54,000	53,886	55,448
	AMERICAN NATIONAL GLOBAL FNDG SECURED NOTESSemi Annual 4.63 12/15/28	66,000	65,956	66,272
	AMERICREDIT AUTO REC TR 2023-1 ABS SER.2023-1CL.B Monthly 5.57 3/20/28	210,000	209,956	211,594
	ELEVANCE HEALTH INC SENIOR UNSECURED GLOBALNOTES Semi Annual 4 9/15/28	150,000	149,921	149,773
	APOLLO GLOBAL MANAGEMENT INC SENIOR UNSECURED GLOBAL NOTES Semi Annual 5.15 8/12/35	44,000	43,641	44,079
	ATHENE GLOBAL FUNDING SECURED NOTES SemiAnnual 5.38 1/7/30	165,000	165,000	168,702
	BA CREDIT TR 2025-A1 ABS SER.2024-A1 CL.A Monthly4.93 5/15/29	825,000	829,042	837,925
	BA CREDIT TR 2025-A1 ABS SER.2025-A1 CL.A Monthly4.31 5/15/30	445,000	444,998	450,350
	BANK OF NEW YORK MELLON CORP SR UNSECUREDGLOBAL ADJ NOTES Semi Annual 0 10/25/28	371,000	385,974	383,426
	BANK OF NEW YORK MELLON CORP SR UNSECUREDGLOBAL ADJ NOTES Semi Annual 0 2/11/31	170,000	170,000	174,810
	BANK OF AMERICA NA SENIOR UNSECURED NOTESSemi Annual 5.53 8/18/26	250,000	250,000	252,270
	BANQUE FED CRED MUTUEL SA SENIOR PREFERREDNOTES Semi Annual 5.54 1/22/30	375,000	375,000	389,590
	BENCHMARK MTGE TRUST 2025-V13 ABS ADJ SER. 2025-V13 CL.A4 Monthly 0 2/15/58	195,000	200,848	204,814

MARY KAY INC. PROFIT SHARING AND 401(k) PLAN
FORM 5500, SCHEDULE H, LINE 4(i) - SCHEDULE OF ASSETS (HELD AT END OF YEAR)

As of December 31, 2025

EIN: 75-1151701
Plan #: 001

(a) Party In Interest**	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment (shares)	(d) Cost*	(e) Current Value
	CLOUD CAPITAL HOLDCO 2024-1A ABS SER.2024-1ACL.A2 Monthly 5.78 11/22/49	175,000	\$ 175,000	\$ 176,274
	BRIDGECREST AUTO SEC TR 2025-3 ABS SER.2025-3CL.A3 Monthly 4.66 1/15/29	80,000	79,997	80,340
	BRIDGECREST AUTO SEC TR 2024-3 ABS SER.2024-3CL.B Monthly 5.37 10/16/28	55,000	55,000	55,273
	CARGILL INC SENIOR UNSECURED NOTES Semi Annual4.13 10/23/30	150,000	149,612	149,350
	CARMAX AUTO OWNER TRUST 2024-4 ABS SER.2024-4CL.A3 Monthly 4.6 10/15/29	135,000	134,975	136,424
	CARMAX AUTO OWNER TRUST 2023-2 ABS SER.2023-2CL.A3 Monthly 5.05 1/18/28	121,463	121,450	122,038
	CARMAX AUTO OWNER TRUST 2024-3 ABS SER.2024-3CL.A4 Monthly 4.85 1/15/30	745,000	747,299	760,379
	CARMAX AUTO OWNER TRUST 2025-2 ABS SER.2025-2CL.A3 Monthly 4.48 3/15/30	55,000	54,992	55,598
	CARVANA AUTO REC TR 2025-P3 ABS SER.2025-P3CL.A3 Monthly 4.04 11/11/30	20,000	19,999	20,055
	CARVANA AUTO REC TR 2023-P1 ABS SER.2023-P1CL.A3 Monthly 5.98 12/10/27	22,365	22,361	22,404
	CARVANA AUTO REC TR 2024-P2 ABS SER.2024-P2CL.A3 Monthly 5.33 7/10/29	44,891	44,885	45,228
	CARVANA AUTO REC TR 2024-P3 ABS SER.2024-P3CL.A3 Monthly 4.26 10/10/29	166,251	166,247	166,595
	CHASE AUTO OWNER TR 2024-5A ABS SER.2024-5ACL.A3 Monthly 4.18 8/27/29	55,000	54,994	55,180
	CHEVRON USA INC SENIOR UNSECURED GLOBALNOTES Semi Annual 4.69 4/15/30	95,000	94,991	97,189
	CHUBB INA HOLDINGS LLC SENIOR UNSECUREDGLOBAL NOTES Semi Annual 4.65 8/15/29	190,000	189,818	194,197
	CITIBANK NA SENIOR UNSECURED ADJ NOTES SemiAnnual 0 11/19/27	250,000	250,000	251,801
	CITIZENS AUTO RCVBLS TR 2024-1 ABS SER.2024-1CL.A3 Monthly 5.11 4/17/28	25,942	25,942	26,085
	COMPASS DATACENTERS 2025-1A ABS SER.2025-1ACL.A2 Monthly 5.66 2/25/50	55,000	55,000	55,634
	CREDIT ACCEPTANCE AUTO 2023-1A ABS SER.2023-1ACL.A Monthly 6.48 3/15/33	22,068	22,066	22,086
	CREDIT ACCEPTANCE AUTO 2023-2A ABS SER.2023-2ACL.B Monthly 6.61 7/15/33	210,000	209,976	211,643
	DNB BANK ASA SR PREFERRED ADJ NOTES SemiAnnual 0 11/5/30	235,000	235,000	239,632
	DENSO CORP SENIOR UNSECURED NOTES Semi Annual1.24 9/16/26	200,000	200,000	196,143
	ENTERPRISE FLEET FIN 2025-4 ABS SER.2025-4 CL.A2Monthly 4.05 8/20/28	60,000	59,998	60,101
	ENTERPRISE FLEET FIN 2022-3 ABS SER.2022-3 CL.A2Monthly 4.38 7/20/29	2,084	2,084	2,085
	ENTERPRISE FLEET FIN 2023-2 ABS SER.2023-2 CL.A2Monthly 5.56 4/22/30	28,778	28,773	28,938
	ENTERPRISE FLEET FIN 2024-1 ABS SER.2024-1 CL.A3Monthly 5.16 9/20/30	50,000	49,985	50,956
	ENTERPRISE FLEET FIN 2024-3 ABS SER.2024-3 CL.A4Monthly 5.06 3/20/31	65,000	64,999	66,511
	ENTERPRISE FLEET FIN 2025-3 ABS SER.2025-3 CL.A2Monthly 4.5 4/20/28	75,000	74,996	75,380
	ENTERPRISE FLEET FIN 2025-1 ABS SER.2025-1 CL.A3Monthly 4.82 2/20/29	210,000	210,805	213,558
	EQUITABLE AMERICA GLOBAL SECURED NOTES SemiAnnual 4.95 6/9/30	125,000	124,874	127,306
	EXETER AUTO REC TRUST 2024-4A ABS SER.2024-4ACL.C Monthly 5.48 8/15/30	50,000	49,990	50,558
	META PLATFORMS INC SENIOR UNSECURED GLOBALNOTES Semi Annual 4.6 11/15/32	230,000	229,982	231,849
	FIRST INV AUTO OWN TR 2025-1A ABS SER.2025-1ACL.C Monthly 4.75 12/15/31	80,000	79,994	80,144
	FLAGSHIP CREDIT AUTO TR 2023-2 ABS SER.2023-2CL.C Monthly 5.81 5/15/29	110,000	109,995	109,863
	FORD CREDIT AUTO OWN TR 2023-B ABS SER.2023-BCL.B Monthly 5.56 3/15/29	330,000	336,149	336,041
	FORD CREDIT FLRPLN MSTR OWN A ABS SER.2024-1CL.A1 Monthly 5.29 4/15/29	190,000	189,963	193,361
	FORD CREDIT AUTO OWN TR 2024-B ABS SER.2024-BCL.A4 Monthly 4.96 5/15/30	920,000	919,958	940,319
	FORD CREDIT AUTO OWN TR 2025-1 ABS ADJ SER.2025-1 CL.A Monthly 0 8/15/37	245,000	244,941	251,774
	FORD CREDIT AUTO OWN TR 2021-1 ABS SER.2021-1CL.A Monthly 1.37 10/17/33	140,000	139,999	138,889
	GECU AUTO RCVBLS TR 2023-1A ABS SER.2023-1ACL.A3 Monthly 5.63 8/15/28	58,248	58,238	58,528
	GLS AUTO SELECT REC TR 2024-4A ABS SER.2024-4ACL.A2 Monthly 4.43 12/17/29	34,424	34,423	34,546
	GLS AUTO SELECT REC TR 2025-3A ABS SER.2025-3ACL.A2 Monthly 4.68 10/15/30	82,988	82,987	83,505
	GLS AUTO SELECT REC TR 2025-4A ABS SER.2025-4ACL.A2 Monthly 4.17 2/17/31	35,000	34,998	35,116
	GLS AUTO REC TRUST 2024-2A ABS SER.2024-2A CL.BMonthly 5.77 11/15/28	105,000	104,986	105,697
	GLS AUTO REC TRUST 2024-3A ABS SER.2024-3A CL.BMonthly 5.08 1/16/29	50,000	49,995	50,307
	GLS AUTO SELECT REC TR 2024-3A ABS SER.2024-3ACL.A2 Monthly 5.59 10/15/29	44,295	44,295	44,764
	GLS AUTO SELECT REC TR 2024-2A ABS SER.2024-2ACL.A2 Monthly 5.58 6/17/30	11,810	11,809	11,946
	GM FNL CONS AUTO REC TR 2024-2 ABS SER.2024-2CL.B Monthly 5.28 10/16/29	200,000	199,951	203,583
	GM FNCL AUTO LEASING TR 2024-3 ABS SER.2024-3CL.A3 Monthly 4.21 10/20/27	50,000	49,994	50,077
	GOLDMAN SACHS BANK USA SENIOR UNSECURED ADJNOTES Semi Annual 0 5/21/27	165,000	165,000	165,865
	GUARDIAN LIFE GLOBAL FUNDING SECURED NOTESSemi Annual 4.4 12/11/30	240,000	240,000	240,855
	HONEYWELL INTERNATIONAL INC SENIOR UNSECURED GLOBAL NOTES Semi Annual 4.7 2/1/30	185,000	184,841	189,066
	HUNTINGTON AUTO TRUST 2024-1A ABS SER.2024-1ACL.A3 Monthly 5.23 1/16/29	56,373	56,371	56,924
	HYUNDAI AUTO REC TR 2025-B ABS SER.2025-B CL.A3Monthly 4.36 12/17/29	40,000	39,996	40,382
	JACKSON NATL LIFE GLBL FUNDING SECURED NOTESSemi Annual 4.7 6/5/28	150,000	149,991	151,503
	JACKSON NATL LIFE GLBL FUNDING SECURED NOTESSemi Annual 4.55 9/9/30	80,000	79,838	79,690
	KKR & CO INC SENIOR UNSECURED GLOBAL NOTESSemi Annual 5.1 8/7/35	67,000	66,834	67,000
	KAISER FOUNDATION HOSPITALS SENIOR UNSECUREDNOTES Semi Annual 3.15 5/1/27	425,000	423,449	421,521
	LAD AUTO RCVBLS TRUST 2024-2A ABS SER.2024-2ACL.A3 Monthly 5.61 8/15/28	38,826	38,822	39,052
	MERCK & CO INC SENIOR UNSECURED GLOBAL NOTESSemi Annual 4.95 9/15/35	62,000	61,994	62,964
	MERCK & CO INC SENIOR UNSECURED GLOBAL NOTESSemi Annual 4.75 12/4/35	75,000	74,764	74,720
	MITSUBISHI CORP SENIOR UNSECURED NOTES SemiAnnual 5 7/2/29	220,000	219,144	226,155
	MORGAN STANLEY PRIVATE BANK SENIOR UNSECURED ADJ NOTES Semi Annual 0 11/19/31	250,000	250,000	250,654
	NLG GLOBAL FUNDING SECURED NOTES Semi Annual5.4 1/23/30	30,000	29,999	30,835
	NLG GLOBAL FUNDING SECURED NOTES Semi Annual4.35 9/15/30	135,000	134,760	133,223
	NATIONWIDE BUILDING SOCIETY SENIOR PREFERREDNOTES Semi Annual 5.13 7/29/29	315,000	315,000	323,585
	NAVIENT STUDENT LN TR 2020-GA ABS SER.2020-GACL.A Monthly 1.17 9/16/69	14,573	14,570	13,754
	NEW YORK LIFE GLOBAL FUNDING SECURED NOTESSemi Annual 5 6/6/29	190,000	189,635	194,975
	NEXTGEAR FLOOR MSTR TR 2024-1A ABS SER.2024-1ACL.A2 Monthly 5.12 3/15/29	190,000	189,963	192,598
	NEXTGEAR FLOOR MSTR TR 2025-2A ABS SER.2025-2ACL.A2 Monthly 4.23 10/15/30	110,000	109,992	110,192
	NORTHWESTERN MUTUAL GLBL FNDG SECUREDNOTES Semi Annual 4.9 6/12/28	135,000	134,958	137,993
	NOVARTIS CAPITAL CORP SENIOR UNSECUREDGLOBAL NOTES Semi Annual 4.1 11/5/30	195,000	194,415	194,792
	OCTANE RECEIVABLES TR 2024-2A ABS SER.2024-2ACL.A2 Monthly 5.8 7/20/32	52,915	52,912	53,355
	OCTANE RECEIVABLES TR 2025-1A ABS SER.2025-1ACL.A2 Monthly 4.25 2/20/31	105,000	104,986	105,102

MARY KAY INC. PROFIT SHARING AND 401(k) PLAN
FORM 5500, SCHEDULE H, LINE 4(i) - SCHEDULE OF ASSETS (HELD AT END OF YEAR)
As of December 31, 2025

EIN: 75-1151701
Plan #: 001

(a) Party In Interest**	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment (shares)	(d) Cost*	(e) Current Value
	PNC BANK NA SENIOR UNSECURED ADJ NOTES SemiAnnual 0 7/21/28	290,000	\$ 290,000	\$ 291,940
	PENFED AUTO REC OWN TR 2024-A ABS SER.2024-ACL.A3 Monthly 4.7 6/15/29	50,000	49,995	50,221
	PRESTIGE AUTO REC TR 2023-1A ABS SER.2023-1ACL.C Monthly 5.65 2/15/28	49,221	49,221	49,271
	PRICOA GLOBAL FUNDING 1 SECURED NOTES SemiAnnual 4.75 8/26/32	150,000	149,876	151,016
	PROCTER & GAMBLE CO SENIOR UNSECURED GLOBALNOTES Semi Annual 4.1 11/3/32	120,000	119,899	119,291
	PROTECTIVE LIFE GLOBAL FUNDING SECURED NOTES Semi Annual 5.22 6/12/29	155,000	155,000	159,686
	PUBLIC SVC CO NEW HAMPSHIRE 1ST LIEN 1STMORTGAGE NOTES Semi Annual 4.4 7/1/28	65,000	64,938	65,607
	RGA GLOBAL FUNDING SECURED NOTES Semi Annual 5 8/25/32	170,000	169,850	171,288
	RIO TINTO FINANCE USA PLC SENIOR UNSECUREDGLOBAL NOTES Semi Annual 4.88 3/14/30	170,000	169,969	174,648
	ROYAL BANK OF CANADA SR UNSECURED GLOBALADJ NOTES Semi Annual 0 2/4/31	60,000	60,000	61,771
	ROYAL BANK OF CANADA SR UNSECURED GLOBALADJ NOTES Semi Annual 0 8/6/29	285,000	285,000	287,768
	SFS AUTO RCVBLS SEC TR 2023-1A ABS SER.2023-1ACL.A3 Monthly 5.47 10/20/28	48,158	48,153	48,469
	SFS AUTO RECEIVABLES 2025-2A ABS SER.2025-2ACL.A3 Monthly 4.44 12/20/30	110,000	109,993	110,941
	SFS AUTO RCVBLS SEC TR 2024-3A ABS SER.2024-3ACL.A3 Monthly 4.55 6/20/30	35,000	34,996	35,232
	SANTANDER DR AUTO RE TR 2023-3 ABS SER.2023-3CL.C Monthly 5.77 11/15/30	40,000	40,045	40,742
	SANTANDER DR AUTO RE TR 2023-1 ABS SER.2023-1CL.C Monthly 5.09 5/15/30	70,578	70,384	71,035
	SIERRA TIMSHR REC V FDG 2024-2A ABS SER.2024-2ACL.A Monthly 5.14 6/20/41	45,774	45,762	46,485
	SREIT TRUST 2021-PALM ABS FLOAT SER.2021-PALMCL.A Monthly 0 10/15/34	265,000	263,818	264,593
	STELLANTIS FNCL UW TR 2025-CA ABS SER.2025-CACL.A3 Monthly 4.11 4/20/29	175,000	174,986	175,247
	TEXAS INSTRUMENTS INC SENIOR UNSECUREDGLOBAL NOTES Semi Annual 4.6 2/15/28	375,000	384,015	380,869
	TOYOTA MOTOR CREDIT CORP SENIOR UNSECUREDGLOBAL NOTES Semi Annual 5.05 5/16/29	95,000	94,797	97,993
	TOYOTA AUTO RCVBLS TR 2024-D ABS SER.2024-DCL.A4 Monthly 4.43 4/15/30	1,120,000	1,121,317	1,134,155
	US BANCORP SR UNSECURED GLOBAL ADJ NOTES Semi Annual 0 7/22/28	309,000	311,537	311,561
	VERIZON MASTER TRUST 2024-6 ABS SER.2024-6CL.A1A Monthly 4.17 8/20/30	195,000	194,949	196,188
	VERIZON MASTER TRUST 2025-1 ABS SER.2025-1 CL.A Monthly 4.71 1/21/31	1,075,000	1,074,720	1,093,682
	WF CARD ISSUANCE TRUST 2025-A1 ABS SER.2025-A1CL.A Monthly 4.34 5/15/30	550,000	549,828	557,427
	WESTLAKE AUTO REC TR 2023-3A ABS SER.2023-3ACL.C Monthly 6.02 9/15/28	145,000	144,990	146,540
	WESTLAKE AUTO REC TR 2025-2A ABS SER.2025-2ACL.A3 Monthly 4.51 5/15/29	35,000	34,999	35,237
	WESTLAKE AUTO REC TR 2024-2A ABS SER.2024-2ACL.A3 Monthly 5.56 2/15/28	50,000	49,996	50,216
	WESTLAKE AUTO REC TR 2024-3A ABS SER.2024-3ACL.A3 Monthly 4.71 4/17/28	65,000	64,994	65,208
	WESTLAKE AUTO REC TR 2025-3A ABS SER.2025-3ACL.A3 Monthly 4.22 6/15/29	45,000	44,999	45,153
	WESTPAC BANKING CORP SENIOR UNSECUREDGLOBAL NOTES Semi Annual 5.05 4/16/29	110,000	109,797	113,766
	WESTPAC NEW ZEALAND LTD SENIOR UNSECUREDNOTES Semi Annual 4.94 2/27/30	200,000	200,000	204,872
	WORLD OMNI AUTO REC TR 2024-C ABS SER.2024-CCL.A3 Monthly 4.43 12/17/29	70,000	69,986	70,413
	Total Corporate Debt - Preferred			\$ 21,770,287
	Corporate Stocks - Common			
	ABB LIMITED COMMON STOCK - SPONSORED ADR	9,172	\$ 281,249	\$ 678,453
	AIA GROUP LTD COMMON STOCK - ADR 0	10,580	397,384	434,097
	API GROUP CORP COMMON STOCK 0	3,741	122,963	143,131
	ADIDAS AG COMMON STOCK - SPONSORED ADR	3,486	412,219	344,591
	AGILENT TECHNOLOGIES INC COMMON STOCK 0	715	92,276	97,290
	AIR LIQUIDE COMMON STOCK - UNSPONSORED ADR	13,339	425,121	501,013
	AKAMAI TECHNOLOGIES INC COMMON STOCK 0	710	63,194	61,948
	ALIGN TECHNOLOGY INC COMMON STOCK 0	806	145,476	125,857
	ALLEGHENY TECHNOLOGIES INC COMMON STOCK	1,365	78,559	156,647
	ALLEGRO MICROSYSTEMS INC COMMON STOCK 0	3,307	83,540	87,239
	ALLIANZ SE COMMON STOCK - ADR 0	6,355	267,981	292,330
	ALNYLAM PHARMACEUTICALS INC COMMON STOCK	308	91,660	122,476
	AMPHENOL CORP COMMON STOCK CL.A 0	1,459	103,894	197,169
	ANGLO AMERICAN PLC COMMON STOCK - ADR	13,174	259,146	272,570
	APPLOVIN CORP COMMON STOCK 0	66	30,381	44,472
	ARISTA NETWORKS INC COMMON STOCK	393	25,935	51,495
	ASTERA LABS INC COMMON STOCK 0	761	120,592	126,600
	ASTRAZENECA PLC COMMON STOCK - SPONSORED ADR 0	4,390	341,460	403,573
	BWX TECHNOLOGIES INC COMMON STOCK 0	131	12,425	22,642
	BANCO SANTANDER SA COMMON STOCK - ADR 0	51,625	422,434	605,561
	BANK HAPOLAIM BM COMMON STOCK - ADR 0	3,587	317,271	423,266
	BANKINTER SA COMMON STOCK - ADR 0	23,362	194,903	387,342
	BUILDERS FIRSTSOURCE INC COMMON STOCK 0	1,855	255,387	190,861
	BUREAU VERITAS SA COMMON STOCK - ADR 0	5,658	325,187	360,415
	BURLINGTON STORES COMMON STOCK 0	688	138,904	198,729
	CDW CORP COMMON STOCK 0	293	49,583	39,907
	CACI INTERNATIONAL INC COMMON STOCK	89	37,042	47,420
	CAPGEMINI SE COMMON STOCK - UNSPONSORED ADR	6,384	240,765	212,587
	CARLYLE GROUP INC/THE COMMON STOCK 0	1,945	97,495	114,969
	CELSIUS HOLDINGS INC COMMON STOCK 0	4,179	195,121	191,147
	CHARLES RIVER LABS INTL INC COMMON STOCK	464	88,349	92,559
	CHENIERE ENERGY INC COMMON STOCK 0	1,149	261,842	223,354
	CHIPOTLE MEXICAN GRILL INC COMMON STOCK	2,904	135,915	107,448
	CHURCH & DWIGHT CO INC COMMON STOCK 0	1,217	122,443	102,045
	CIRCLE INTERNET GROUP INC COMMON STOCK	545	41,124	43,219
	CINTAS CORPORATION COMMON STOCK 0	417	73,458	78,425

MARY KAY INC. PROFIT SHARING AND 401(k) PLAN
FORM 5500, SCHEDULE H, LINE 4(i) - SCHEDULE OF ASSETS (HELD AT END OF YEAR)

As of December 31, 2025

EIN: 75-1151701
Plan #: 001

(a) Party In Interest**	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment (shares)	(d) Cost*	(e) Current Value
	CLOUDFLARE INC COMMON STOCK 0	1,062	\$ 182,276	\$ 209,373
	COMPAGNIE FINANCIERE RICHEMONT COMMON STOCK - ADR 0	17,242	287,221	371,220
	COMPASS GROUP PLC COMMON STOCK - SPONSORED ADR 0	17,480	436,016	559,185
	DATADOG INC COMMON STOCK CL.A 0	1,018	152,055	138,438
	DEXCOM INC COMMON STOCK 0	1,902	150,013	126,236
	DIPLOMA PLC COMMON STOCK - ADR 0	24,928	286,653	440,976
	DISCO CORP COMMON STOCK - ADR 0	4,345	113,776	132,349
	DOLBY LABORATORIES INC COMMON STOCK CL.A 0	615	49,204	39,495
	DOMINO'S PIZZA INC COMMON STOCK 0	221	85,874	92,117
	DRAFTKINGS INC COMMON STOCK 0	3,229	127,372	111,271
	DSV A/S COMMON STOCK - ADR 0	3,026	362,414	382,305
	EAGLE MATERIALS INC COMMON STOCK 0	674	121,882	139,302
	ENGIE SA COMMON STOCK - SPONSORED ADR	13,542	297,445	355,748
	EPAM SYSTEMS INC COMMON STOCK 0	582	106,277	119,240
	EXPERIAN PLC COMMON STOCK - ADR 0	8,606	359,187	388,733
	FAIR ISAAC CORP COMMON STOCK 0	125	197,493	211,328
	FANUC CORPORATION COMMON STOCK - UNSPONSORED ADR 0	15,282	215,562	297,541
	FIRST INDUSTRIAL REALTY TRUST COMMON STOCK	1,663	88,226	95,240
	FLOOR & DECOR HOLDINGS INC COMMON STOCK CL.A	1,214	99,672	73,920
	GE HEALTHCARE TECHNOLOGIES INC COMMON STOCK 0	1,152	90,140	94,487
	GILDAN ACTIVEWEAR INC COMMON STOCK 0	5,822	243,547	363,642
	GUIDEWIRE SOFTWARE INC COMMON STOCK 0	190	47,385	38,192
	HALMA PLC COMMON STOCK - ADR 0	4,062	259,810	386,093
	HEXAGON AB COMMON STOCK - ADR 0	28,509	297,564	334,696
	HOYA CORP COMMON STOCK - ADR	2,878	326,853	436,449
	IMI PLC COMMON STOCK - ADR 0	7,037	218,149	235,106
	IMCD NV COMMON STOCK - ADR 0	2,064	154,997	93,396
	IDEXX LABS INC COMMON STOCK 0	284	133,335	192,135
	INDITEX COMMON STOCK - UNSPONSORED ADR	22,908	305,479	377,982
	ING GROEP NV COMMON STOCK	16,230	221,240	454,440
	INSMED INC COMMON STOCK 0	952	147,144	165,686
	INTERCONTINENTAL HOTELS GROUP COMMON STOCK - SPONSORED ADR 0	2,543	295,644	358,131
	KBC GROEP NV COMMON STOCK - UNSPONSORED ADR 0	8,035	283,939	524,083
	KLA TENCOR CORP COMMON STOCK 0	79	49,529	95,991
	KKR & CO INC COMMON STOCK CL.A 0	413	33,578	52,649
	KNIGHT SWIFT TRANSPORTATION HO COMMON STOCK	4,126	198,936	215,707
	L3HARRIS TECHNOLOGIES INC COMMON STOCK 0	489	112,038	143,556
	LAMB WESTON HOLDINGS INC COMMON STOCK 0	1,608	97,242	67,359
	LATTICE SEMICONDUCTOR CORP COMMON STOCK	1,452	85,339	106,838
	LEGRAND SA COMMON STOCK - ADR 0	12,422	338,629	368,312
	LONDON STOCK EXCHANGE GROUP PL COMMON STOCK - ADR 0	10,607	344,350	324,256
	LOTTOMATICA GROUP SPA COMMON STOCK - ADR	8,145	208,972	215,597
	LULULEMON ATHLETICA INC COMMON STOCK 0	281	60,323	58,395
	MSCI INC COMMON STOCK CL.A 0	85	43,741	48,767
	MARKS & SPENCER GROUP PLC COMMON STOCK - ADR 0	18,351	170,303	161,672
	MARUWA CO LTD/AICHI COMMON STOCK - ADR 0	12,905	158,366	139,245
	MARVELL TECHNOLOGY INC COMMON STOCK 0	3,297	269,018	280,179
	MATTEL INC COMMON STOCK 0	3,369	62,368	66,841
	METTLER TOLEDO INTERNATIONAL COMMON STOCK 0	89	109,195	124,083
	MITSUBISHI ELECTRIC CORP COMMON STOCK - ADR	5,474	173,868	317,492
	MITSUMI FUDOSAN CO LTD COMMON STOCK - ADR 0	9,181	260,728	312,521
	MIZUHO FINANCIAL GROUP INC COMMON STOCK - ADR 0	39,886	172,715	291,966
	MONGODDB INC COMMON STOCK 0	609	197,782	255,591
	MONOLITHIC POWER SYSTEMS INC COMMON STOCK 0	329	232,020	298,192
	MTU AERO ENGINES AG COMMON STOCK - ADR	2,408	297,261	501,899
	MUELLER INDS INC COMMON STOCK	1,030	105,519	118,244
	NASDAQ INC COMMON STOCK 0	1,056	71,876	102,569
	NATERA INC COMMON STOCK 0	1,038	142,675	237,795
	NINTENDO CORP LTD COMMON STOCK - SPONSORED ADR 0	16,021	362,593	270,114
	NIPPON SANSO HOLDINGS CORP COMMON STOCK - ADR 0	8,147	124,243	120,494
	NITORI HOLDINGS CO LTD COMMON STOCK - ADR 0	13,708	163,379	119,260
	NOMURA RESEARCH INSTITUTE LTD COMMON STOCK - ADR 0	6,567	185,260	250,006
	NORDEA BANK ABP COMMON STOCK - ADR 0	22,438	277,318	424,751
	NOVO-NORDISK AS COMMON STOCK - SPONSORED ADR 0	4,304	328,914	218,988
	PERMIAN RESOURCES CORP COMMON STOCK 0	5,363	67,322	75,243
	PURE STORAGE INC COMMON STOCK CL.A 0	1,058	59,048	70,897
	QUANTA SERVICES INC COMMON STOCK 0	389	88,112	164,181
	RBC BEARINGS INC COMMON STOCK 0	407	155,397	182,511
	RECRUIT HOLDINGS CO LTD COMMON STOCK - ADR	24,014	210,571	270,158
	REDDIT INC COMMON STOCK 0	438	98,563	100,683
	RELX PLC COMMON STOCK - SPONSORED ADR 0	11,900	394,135	480,998
	RESMED INC COMMON STOCK 0	478	107,515	115,136
	RESONA HOLDINGS INC COMMON STOCK - ADR 0	18,875	288,143	357,304

MARY KAY INC. PROFIT SHARING AND 401(k) PLAN
FORM 5500, SCHEDULE H, LINE 4(i) - SCHEDULE OF ASSETS (HELD AT END OF YEAR)

As of December 31, 2025

EIN: 75-1151701
Plan #: 001

(a) Party In Interest**	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment (shares)	(d) Cost*	(e) Current Value
	ROBLOX CORP COMMON STOCK 0	1,697	\$ 153,853	\$ 137,508
	ROCKET LAB CORP COMMON STOCK 0	2,657	126,215	185,352
	ROLLINS INC COMMON STOCK 0	2,637	139,072	158,273
	ROSS STORES INC COMMON STOCK 0	247	34,121	44,495
	SSE PLC COMMON STOCK - ADR 0	9,211	271,470	273,106
	SAMPO OYJ COMMON STOCK - UNSPONSORED ADR	14,427	255,034	348,845
	SHIN-ETSU CHEM-UNSPON COMMON STOCK - ADR	14,117	243,028	218,814
	SIEMENS AG COMMON STOCK - ADR 0	1,786	170,973	249,951
	QXO INC COMMON STOCK 0	5,283	116,582	101,909
	SNOWFLAKE INC COMMON STOCK 0	686	128,805	150,481
	BLOCK INC COMMON STOCK CL.A 0	1,119	59,504	72,836
	SUZUKI MOTOR CORP COMMON STOCK - ADR	2,873	119,474	169,880
	TECHTRONIC INDUSTRIES CO LTD COMMON STOCK - ADR 0	5,096	322,626	293,428
	TERADYNE INC COMMON STOCK 0	2,936	320,772	568,292
	THALES SA COMMON STOCK - ADR 0	3,484	118,517	188,241
	TRADE DESK INC/THE COMMON STOCK CL.A	676	31,916	25,661
	3I GROUP PLC COMMON STOCK - ADR 0	35,107	401,268	382,315
	TRACTOR SUPPLY CO COMMON STOCK	3,103	173,152	155,181
	TRANSUNION COMMON STOCK 0	1,284	113,136	110,103
	TWILIO INC COMMON STOCK 0	357	31,527	50,780
	UNILEVER PLC COMMON STOCK - ADR	8,560	481,643	559,824
	UNITED THERAPEUTICS CORP COMMON STOCK	396	128,457	192,951
	UNITY SOFTWARE INC COMMON STOCK 0	2,494	62,737	110,160
	UNIVERSAL MUSIC GROUP NV COMMON STOCK - ADR 0	22,164	254,261	289,019
	VEEVA SYS INC COMMON STOCK CL.A 0	511	144,916	114,071
	VERTIV HOLDINGS CO COMMON STOCK 0	311	40,813	50,385
	VISTRA ENERGY CORP COMMON STOCK 0	1,694	321,920	273,293
	WASTE CONNECTIONS INC COMMON STOCK 0	467	82,972	81,893
	WINGSTOP INC COMMON STOCK 0	481	121,240	114,714
	XPO LOGISTICS INC COMMON STOCK 0	2,959	311,068	402,158
	ZSCALER INC COMMON STOCK 0	437	91,778	98,290
	AON PLC COMMON STOCK 0	1,745	507,440	615,776
	CRH PLC COMMON STOCK 0	1,547	120,855	193,066
	FTAI AVIATION LTD COMMON STOCK 0	1,919	231,634	377,755
	LINDE PLC COMMON STOCK 0	678	301,033	289,092
	MEDTRONIC PLC & INC COMMON STOCK 0	1,919	178,050	184,339
	STERIS PLC COMMON STOCK 0	381	84,700	96,591
	ALCON AG COMMON STOCK 0	1,104	95,077	87,006
	CHUBB LIMITED COMMON STOCK 0	855	196,598	266,863
	ON HOLDING AG COMMON STOCK 0	2,302	97,515	106,997
	ASML HOLDING NV COMMON STOCK 0	1,067	811,072	1,141,541
	NXP SEMICONDUCTORS NV COMMON STOCK 0	630	142,268	136,748
	ROYAL CARIBBEAN CRUISES LTD COMMON STOCK	1,334	439,517	372,076
	Total Corporate Stocks - Common			\$ 34,087,881
	Interest-bearing Cash			
	JP MORGAN TRUST II US GOVT MMF INST CLASS 0	23,459,327	\$ 23,459,327	\$ 23,459,327
	Total Interest-bearing Cash			\$ 23,459,327
	Pooled Separate Accounts			
	New York Life Anchor Acct III		*	\$ 17,006,687
	JP Morgan Investment Management Large Cap Growth		*	42,526,466
	Total Pooled Separate Accounts			\$ 59,533,153
**	Participant Loans (Interest Rate 4.25% - 9.50%)		-0-	\$ 5,570,568
	Registered Investment Companies			
	LAZARD EMERG MKT EQY-INST MUTUAL FUND 0		*	\$ 13,061,707
	American Funds Washington Mutual-A		*	18,569,756
	T Rowe Price Small-Cap Value		*	18,359,907
	Vanguard Intermediate-Term Bond Index-Inst		*	7,095,888
	American Funds EuroPacific GR R4		*	12,496,782
	Janus Henderson Enterprise I		*	7,832,083
	Vanguard Target Retirement Income INV		*	9,252,204
	Vanguard Institutional Index Fund		*	36,567,930
	Vanguard FTSE Social Index Admiral		*	3,993,120
	VANGUARD TARGET RETIREMENT 2020 INV		*	2,883,135
	VANGUARD TARGET RETIREMENT 2025 INV		*	12,194,931
	VANGUARD TARGET RETIREMENT 2030 INV		*	22,218,974
	VANGUARD TARGET RETIREMENT 2035 INV		*	31,079,979
	VANGUARD TARGET RETIREMENT 2040 INV		*	22,542,207
	VANGUARD TARGET RETIREMENT 2045 INV		*	17,683,974
	VANGUARD TARGET RETIREMENT 2050 INV		*	14,035,856

MARY KAY INC. PROFIT SHARING AND 401(k) PLAN
FORM 5500, SCHEDULE H, LINE 4(i) - SCHEDULE OF ASSETS (HELD AT END OF YEAR)

As of December 31, 2025

EIN: 75-1151701
Plan #: 001

(a) Party In Interest**	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment (shares)	(d) Cost*	(e) Current Value
	VANGUARD TARGET RETIREMENT 2055 INV		*	\$ 6,149,539
	VANGUARD TRGT RETIRE 2060 INV		*	3,941,981
	VANGUARD TRGT RETIRE 2065 INV		*	1,319,532
	VANGUARD TARGET RETIREMENT 2070 INV		*	1,076,210
	LAZARD EMERG MKT EQY-INST MUTUAL FUND 0	70,351	1,281,086	1,745,402
	VANGUARD INSTITUTIONAL INDEX FUND 0	87,842	27,452,617	48,495,839
	VANGUARD RUSSELL 1000 GROWTH INDEX FUND 0	26,238	13,724,154	24,573,396
	Total Registered Investment Companies			\$ 337,170,332
	U.S. Government			
	FHLMC GOLD POOL #G08595 Monthly 4 7/1/44	47,613	\$ 50,760	\$ 46,267
	FHLMC GOLD POOL #G08596 Monthly 4.5 7/1/44	55,403	60,277	55,366
	FHLMC GOLD POOL #C09068 Monthly 3.5 11/1/44	69,377	72,119	66,007
	FHLMC POOL #SD4997 Monthly 5 10/1/53	649,671	632,668	650,571
	FHLMC POOL #SD5413 Monthly 5 5/1/54	487,005	473,841	487,522
	FHLMC POOL #SD8349 Monthly 5.5 8/1/53	1,331,412	1,324,719	1,353,950
	FHLMC POOL #SD8382 Monthly 5 12/1/53	146,532	139,435	146,410
	FHLMC POOL #SD3977 Monthly 5 4/1/53	795,678	781,039	796,033
	FHLMC ABS SER.KJ26 CL.A2 Monthly 2.61 7/25/27	170,458	173,858	168,716
	FHLMC ABS ADJ SER.K540 CL.A2 Monthly 0 2/25/30	475,000	474,987	483,339
	FNMA POOL #FA0445 Monthly 5.5 1/1/55	988,424	980,972	1,002,565
	FNMA POOL #FA0679 Monthly 5 2/1/55	551,911	543,676	550,755
	FNMA POOL #889720 Monthly 6.5 7/1/38	1,339	1,375	1,413
	FNMA POOL #MA5271 Monthly 5.5 2/1/54	769,522	763,751	781,279
	FNMA POOL #MA4580 Monthly 3.5 4/1/52	731,295	731,495	677,740
	FNMA POOL #MA4656 Monthly 4.5 7/1/52	718,669	695,593	704,523
	FNMA POOL #MA4699 Monthly 3.5 8/1/52	77,865	67,572	72,163
	FNMA POOL #MA5245 Monthly 5 1/1/54	674,381	660,336	673,646
	FNMA POOL #MA5531 Monthly 5.5 11/1/54	912,137	923,218	925,187
	GNMA CMO FLOAT SER.2018-H11 CL.FJ Monthly 0 6/20/68	356,767	350,691	358,186
	GNMA CMO FLOAT SER.2019-H01 CL.FL Monthly 0 12/20/68	40,205	40,180	40,185
	GNMA CMO SER.2019-H04 CL.NA Monthly 3.5 9/20/68	517,426	553,981	494,659
	GNMA CMO FLOAT SER.2019-H10 CL.FM Monthly 0 5/20/69	124,556	124,362	124,408
	UNITED STATES OF AMERICA TREASURY NOTES SemiAnnual 4 2/28/30	220,000	219,106	222,802
	UNITED STATES OF AMERICA TREASURY NOTES SemiAnnual 3.75 5/31/30	1,660,000	1,657,282	1,664,085
	UNITED STATES OF AMERICA TREASURY NOTES SemiAnnual 4.38 11/30/28	398,500	406,479	407,544
	UNITED STATES OF AMERICA TREASURY NOTES SemiAnnual 4.25 2/28/29	1,319,000	1,317,867	1,345,689
	UNITED STATES OF AMERICA TREASURY NOTES SemiAnnual 4.63 4/30/29	1,060,000	1,060,538	1,094,243
	UNITED STATES OF AMERICA TREASURY NOTES SemiAnnual 4.5 5/31/29	780,000	784,664	802,425
	UNITED STATES OF AMERICA TREASURY NOTES SemiAnnual 4.25 6/30/29	155,000	155,061	158,276
	UNITED STATES OF AMERICA TREASURY BONDS SemiAnnual 3.88 8/15/34	474,000	463,765	466,705
	UNITED STATES OF AMERICA TREASURY NOTES SemiAnnual 3.63 8/31/29	1,555,000	1,565,079	1,554,757
	UNITED STATES OF AMERICA TREASURY NOTES SemiAnnual 3.5 9/30/29	2,365,000	2,329,892	2,354,006
	UNITED STATES OF AMERICA TREASURY NOTES SemiAnnual 4.13 10/31/29	1,035,000	1,029,823	1,052,708
	UNITED STATES OF AMERICA TREASURY BONDS SemiAnnual 4.25 11/15/34	1,505,000	1,476,881	1,520,814
	UNITED STATES OF AMERICA TREASURY NOTES SemiAnnual 4.13 11/30/29	2,615,000	2,606,476	2,660,150
	UNITED STATES OF AMERICA TREASURY NOTES SemiAnnual 4.38 12/31/29	345,000	345,081	354,218
	UNITED STATES OF AMERICA TREASURY NOTES SemiAnnual 4.25 1/15/28	763,000	774,014	774,236
	UNITED STATES OF AMERICA TREASURY NOTES SemiAnnual 4.25 1/31/30	1,625,000	1,628,556	1,661,118
	UNITED STATES OF AMERICA TREASURY NOTES SemiAnnual 4.63 2/15/35	2,505,000	2,575,485	2,600,210
	UNITED STATES OF AMERICA TREASURY NOTES SemiAnnual 4 3/31/30	145,000	145,476	146,846
	UNITED STATES OF AMERICA TREASURY NOTES SemiAnnual 3.88 4/30/30	295,000	292,557	297,305
	UNITED STATES OF AMERICA TREASURY BONDS SemiAnnual 4.25 5/15/35	1,945,000	1,919,703	1,961,107
	UNITED STATES OF AMERICA TREASURY NOTES SemiAnnual 3.75 5/15/28	2,158,000	2,156,455	2,169,717
	UNITED STATES OF AMERICA TREASURY NOTES SemiAnnual 3.88 6/30/30	995,000	991,608	1,002,501
	UNITED STATES OF AMERICA TREASURY NOTES SemiAnnual 3.88 7/15/28	2,785,000	2,795,428	2,808,498
	UNITED STATES OF AMERICA TREASURY NOTES SemiAnnual 3.88 7/31/30	4,925,000	4,950,648	4,961,360
	UNITED STATES OF AMERICA TREASURY NOTES SemiAnnual 4.25 8/15/35	872,600	879,845	878,872
	UNITED STATES OF AMERICA TREASURY NOTES SemiAnnual 3.63 8/15/28	2,165,000	2,162,298	2,170,497
	UNITED STATES OF AMERICA TREASURY NOTES SemiAnnual 3.63 9/30/30	600,000	597,270	597,680
	UNITED STATES OF AMERICA TREASURY NOTES SemiAnnual 3.63 10/31/30	757,000	758,485	753,806
	UNITED STATES OF AMERICA TREASURY NOTES SemiAnnual 4 11/15/35	374,000	371,778	368,624
	UNITED STATES OF AMERICA TREASURY NOTES SemiAnnual 3.5 11/30/30	1,219,000	1,208,628	1,206,717
	Total U.S. Government			\$ 50,678,406
	Total Assets			\$ 749,589,740

** A party-in interest as defined by ERISA

* Cost omitted for participant directed investments