Summary Annual Report

for

Heritage Group Retirement Savings Plan

This is a summary of the annual report for the Heritage Group Retirement Savings Plan, (Employer Identification No. 35-1002095, Plan No. 002) for the period January 1, 2025 to December 31, 2025. The annual report has been filed with the Employee Benefits Security Administration, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

BASIC FINANCIAL STATEMENT

Benefits under the plan are provided by a trust (benefits are provided in whole from trust funds). Plan expenses were $74,119,026. These expenses included $465,120 in administrative expenses, $73,621,666 in benefits paid to participants and beneficiaries and $32,240 in other expenses. A total of 3,100 persons were participants in or beneficiaries of the plan at the end of the plan year, although not all of these persons had yet earned the right to receive benefits.

The value of plan assets, after subtracting liabilities of the plan, was $626,905,372 as of December 31, 2025 compared to $556,761,478 as of January 1, 2025. During the plan year the plan experienced an increase in its net assets of $70,143,894. This increase includes unrealized appreciation or depreciation in the value of plan assets; that is, the difference between the value of the plan's assets at the end of the year and the value of the assets at the beginning of the year, or the cost of assets acquired during the year. The plan had total income of $144,262,920, including employer contributions of $17,934,865, employee contributions of $24,656,634, other contributions of $6,706,722 and earnings from investments of $94,964,699.

The plan has a contract with Empower Annuity Insurance Company which allocates funds toward pooled separate accounts.

YOUR RIGHTS TO ADDITIONAL INFORMATION

You have the right to receive a copy of the full annual report, or any part thereof, on request. The items listed below are included in that report:

1. An accountant's report;
2. Assets held for investment;
3. Insurance information including sales commissions paid by insurance carriers; and
4. Information regarding any common or collective trust, pooled separate accounts, master trusts or 103-12 investment entities in which the plan participates.
5. Financial information and information on payments to service providers
6. Transactions between the plan and parties in interest

To obtain a copy of the full annual report, or any part thereof, write or call the office of:

The Heritage Group Retirement Committee
6640 Intech Boulevard, Ste 200
Indianapolis, IN 46278
317-872-6010

The charge to cover copying costs will be $2 for the full report, or $1 per page for any part thereof.

You also have the right to receive from the plan administrator, on request and at no charge, a statement of the assets and liabilities of the plan and accompanying notes, or a statement of income and expenses of the plan and accompanying notes, or both. If you request a copy of the full annual report from the plan administrator, these two statements and accompanying notes will be included as part of that report. The charge to cover copying costs given above does not include a charge for the copying of these portions of the report because these portions are furnished without charge.

You also have the legally protected right to examine the annual report at the main office of the plan:

The Heritage Group Retirement Committee
6640 Intech Boulevard, Ste 200
Indianapolis, IN 46278

and at the U.S. Department of Labor in Washington, D.C., or to obtain a copy from the U.S. Department of Labor upon payment of copying costs. Requests to the Department should be addressed to: U.S. Department of Labor, Employee Benefits Security Administration, Public Disclosure Room, 200 Constitution Avenue, NW, Suite N-1513, Washington, D.C. 20210.