



# **Hand Composite Employee Benefit Trust Compass Capital High Quality Equity CIF**

**Independent Auditor's Report, Financial Statements,  
and Supplementary Information**

December 31, 2025



**Hand Composite Employee Benefit Trust**  
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**December 31, 2025**

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## Independent Auditor's Report

Unitholders and Board of Directors  
Hand Composite Employee Benefit Trust  
Houston, Texas

### ***Opinion***

We have audited the financial statements of the selected fund, Compass Capital High Quality Equity CIF (Fund), included in the Hand Composite Employee Benefit Trust, which comprise the statement of assets and liabilities, including the schedule of investments, as of December 31, 2025, and the related statements of operations and changes in net assets for the year then ended, and the related notes to the financial statements.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the selected fund, included in the Hand Composite Employee Benefit Trust, as of December 31, 2025, and the results of its operations and the changes in its net assets for the year then ended in accordance with accounting principles generally accepted in the United States of America.

### ***Basis for Opinion***

We conducted our audit 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 Hand Composite Employee Benefit Trust and the selected fund and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

### ***Responsibilities of Management for the Financial Statements***

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about Hand Composite Employee Benefit Trust and the selected fund's ability to continue as going concerns within one year after the date that these financial statements are available to be issued.

### ***Auditor's Responsibilities for the Audit of the Financial Statements***

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with 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 Hand Composite Employee Benefit Trust and the selected fund'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 Hand Composite Employee Benefit Trust and the selected fund's ability to continue as going concerns for a reasonable period of time.

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

### ***Supplementary Information***

Our audit was conducted for the purpose of forming an opinion on the financial statements that collectively comprise the selected fund's financial statements. The schedule of investment purchases and sales listed in the table of contents is presented for purposes of additional analysis and is not a required part of the financial statements. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information has been subjected to the auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS. In our opinion, the information is fairly stated in all material respects in relation to the financial statements as a whole.

***Forvis Mazars, LLP***

Houston, Texas  
May 29, 2026

**Hand Composite Employee Benefit Trust**  
**Statement of Assets and Liabilities – Selected Fund**  
**December 31, 2025**

	<b>Compass Capital High Quality Equity CIF</b>
<b>ASSETS</b>	
Investments, at cost	<u>\$ 3,146,431</u>
Investments, at fair value	3,535,390
Receivable for	
Custody expenses reimbursed	306
Capital shares sold	31
Dividends and interest	<u>4,621</u>
<b>Total Assets</b>	<u><u>\$ 3,540,348</u></u>
<b>LIABILITIES</b>	
Accounts payable and accrued liabilities	<u>\$ 2,429</u>
<b>Total Liabilities</b>	<u><u>\$ 2,429</u></u>
Net assets held for participants	
Class R1	<u>\$ 3,537,919</u>
Total net assets held for participants	<u><u>\$ 3,537,919</u></u>
Units outstanding	
Class R1	<u>265,222</u>
Total units outstanding	<u><u>265,222</u></u>
Net asset value per unit	
Class R1	<u><u>\$ 13.34</u></u>

**Hand Composite Employee Benefit Trust  
Compass Capital High Quality Equity CIF  
Schedule of Investments  
December 31, 2025**

<u>Number of Shares</u>		<u>% of Net Assets</u>	<u>Cost</u>	<u>Fair Value</u>
<b><u>Short Term Investment</u></b>				
665	Schwab Adv Cash Reserves Premium		\$ 665	\$ 665
<b>Total Short Term Investment</b>		0.02%	<u>665</u>	<u>665</u>
<b><u>Common Stock</u></b>				
<b>Consumer Staples</b>				
1,655	Church & Dwight Co Inc		154,114	138,772
1,212	Wal-Mart Stores Inc		<u>91,139</u>	<u>135,029</u>
<b>Total Consumer Staples</b>		7.74%	<u>245,253</u>	<u>273,801</u>
<b>Financials</b>				
856	Intercontinental Exchange Inc		<u>114,720</u>	<u>138,638</u>
<b>Total Financials</b>		3.92%	<u>114,720</u>	<u>138,638</u>
<b>Healthcare</b>				
1,458	Boston Scientific Corp.		144,321	139,020
674	Johnson & Johnson Corporation		104,776	139,484
1,316	Merck & Co Inc		109,919	138,522
395	Stryker Corp		127,218	138,831
239	Thermo Fisher Scientific Inc		<u>115,822</u>	<u>138,489</u>
<b>Total Healthcare</b>		19.63%	<u>602,056</u>	<u>694,346</u>
<b>Industrials</b>				
606	Danaher Corp		128,147	138,726
933	Expeditors Intl Wash Inc		106,651	139,026
3,414	Fastenal Company		123,220	137,004
559	Illinois Tool Works Inc		133,591	137,682
310	Roper Industries Inc		<u>147,490</u>	<u>137,990</u>
<b>Total Industrials</b>		19.52%	<u>639,099</u>	<u>690,428</u>

**Hand Composite Employee Benefit Trust  
Compass Capital High Quality Equity CIF  
Schedule of Investments  
December 31, 2025**

**(Continued)**

<u>Number of Shares</u>		<u>% of Net Assets</u>	<u>Cost</u>	<u>Fair Value</u>
<b>Information Technology</b>				
445	Alphabet Inc		\$ 79,127	\$ 139,285
1,023	Amphenol Corp CI A		74,793	138,248
539	Auto Data Processing Inc.		143,764	138,647
287	Microsoft Corporation		113,851	138,799
367	Motorola Solutions Inc		139,176	140,678
744	NVIDIA Corp		129,473	138,756
806	Qualcomm Inc		128,184	137,866
396	Visa Inc CI A		<u>107,738</u>	<u>138,881</u>
	<b>Total Information Technology</b>	<b>31.41%</b>	<u>916,106</u>	<u>1,111,160</u>
<b>Materials</b>				
327	Linde PLC		149,242	139,430
428	Sherwin-Williams Company		<u>129,356</u>	<u>138,685</u>
	<b>Total Materials</b>	<b>7.86%</b>	<u>278,598</u>	<u>278,115</u>
	<b>Total Common Stock</b>	<b>90.08%</b>	<u>2,795,832</u>	<u>3,186,488</u>
<b><u>Foreign Stock</u></b>				
<b>Information Technology</b>				
518	Accenture PLC		152,174	138,978
742	Check Point Software Tech Ltd		<u>126,187</u>	<u>137,686</u>
	<b>Total Information Technology</b>	<b>7.82%</b>	<u>278,361</u>	<u>276,664</u>
	<b>Total Foreign Stock</b>	<b>7.82%</b>	<u>278,361</u>	<u>276,664</u>
<b><u>Common Trust Fund</u></b>				
<b>Fixed Income</b>				
71,573	HB&T Short Term Income Fund		<u>71,573</u>	<u>71,573</u>
	<b>Total Fixed Income</b>	<b>2.02%</b>	<u>71,573</u>	<u>71,573</u>
	<b>Total Common Trust Fund</b>	<b>2.02%</b>	<u>71,573</u>	<u>71,573</u>
	<b>Total Investments</b>	<b>99.94%</b>	<u>\$ 3,146,431</u>	<u>\$ 3,535,390</u>

**Hand Composite Employee Benefit Trust  
Statement of Operations – Selected Fund  
Year Ended December 31, 2025**

	<b>Compass Capital High Quality Equity CIF</b>
<b>Income</b>	
Dividends	\$ 50,995
Interest	6
<b>Total Income</b>	<u>51,001</u>
<b>Expenses</b>	
Investment management and administrative	22,349
Custody fees	2,334
Other fees	212
<b>Total Expenses Before Reimbursement of Expenses</b>	24,895
Reimbursement of expenses	<u>(1,197)</u>
<b>Total Expenses After Reimbursement of Expenses</b>	<u>23,698</u>
<b>Net Investment Income</b>	<u>27,303</u>
<b>Net Realized and Unrealized Gains (Losses) on Investments</b>	
Net realized gains	520,821
Net change in unrealized appreciation/depreciation	<u>(327,348)</u>
<b>Net Realized and Unrealized Gains on Investments</b>	<u>193,473</u>
<b>Net Increase in Net Assets Resulting From Operations</b>	<u>\$ 220,776</u>

**Hand Composite Employee Benefit Trust**  
**Statement of Changes in Net Assets – Selected Fund**  
**Year Ended December 31, 2025**

	<b>Compass Capital High Quality Equity CIF</b>
<b>Operations</b>	
Net investment income	\$ 27,303
Net realized gains	520,821
Change in unrealized appreciation/depreciation	<u>(327,348)</u>
<b>Net Increase in Net Assets From Operations</b>	220,776
<b>Net Decrease in Net Assets From Participant Transactions</b>	<u>(518,958)</u>
<b>Decrease in Net Assets</b>	(298,182)
<b>Net Assets</b>	
Beginning of year	<u>3,836,101</u>
End of year	<u>\$ 3,537,919</u>

## **Note 1. Nature of Operations and Summary of Significant Accounting Policies**

### ***Nature of Operations***

Hand Composite Employee Benefit Trust (HB&T or Trust) was created in order to provide broad and uniform diversification programs for pension and profit-sharing plans which, having complied with the requirements of the Internal Revenue Code (IRC), are exempt from taxation under the provisions of the IRC. The Trust is comprised of 108 funds; the financial statements of one of those funds are included in this report.

### ***Use of Estimates***

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

### ***Investment Valuation***

All investments in securities are recorded at their estimated fair value. Transfers in and out of Level 1 (quoted market prices), Level 2 (significant other observable inputs), and Level 3 (significant unobservable inputs) are recognized on the period ending date.

### ***Investment Transactions***

Investment transactions are recorded on the trade date. Realized gains and losses from investment transactions and unrealized appreciation or depreciation on investments are determined using the identified cost basis.

### ***Investment Income and Distribution of Income***

Dividend income less foreign taxes withheld, if any, is recorded on the ex-dividend date and interest income is recorded on the accrual basis. Investment income is allocated ratably on the valuation dates among all participants. No distributions are made to participants in the Fund until units owned are redeemed, at which time the market value of redeemed units is distributed. Investment income and realized gains (if any) earned by the Fund are reinvested, thereby increasing the respective unit values.

### ***Valuation of Participants' Interest***

Units of participation may be purchased or redeemed on the valuation dates at the fair value per unit on such valuation dates. The Fund is valued daily.

### ***Federal Income Taxes***

The Fund complies with the requirements under Section 501(a) of the IRC and apportions all of its taxable income to its participants. Therefore, no federal income tax provision is required.

### ***Subsequent Events***

As a result of ongoing changes in global economic and fiscal policies, economic uncertainties have arisen that may negatively affect the financial position, results of operations, and cash flows of the Funds. The duration of these uncertainties and the ultimate financial effects cannot be reasonably estimated at this time.

Subsequent events have been evaluated through May 29, 2026, which is the date the financial statements were available to be issued.

**Hand Composite Employee Benefit Trust**  
**Notes to Financial Statements**  
**December 31, 2025**

**Investment Management Advisor**

The investment management advisor for the Fund is Compass Capital Management.

**Note 2. Investment Advisory Fees and Other Transactions With Affiliates**

The Fund is charged an administrative fee by Hand Benefits and Trust Company for trustee/administrative services (fund accounting services, transfer agency services, trustee services, etc.). The Fund has also entered into investment advisory and service agreements with various third-party advisors. These fees compensate the advisors for the services they provide and for expenses borne by the advisors under the various agreements.

During the year ended December 31, 2025, the investment advisor voluntarily reimbursed the Fund for a portion of its expenses.

The following table indicates the fees charged to the Fund and the various classes of units within the Fund (as a percentage of net assets). These charges are calculated using the Fund's average daily net assets:

Fund	Trustee Fees	Investment Advisory Fees	Custody Fees	Total Fees
Compass Capital High Quality Equity CIF Class R1	0.08%	0.50%	0.03%	0.61%

**Note 3. Financial Highlights**

	Class R1 Compass Capital High Quality Equity CIF
Net asset value, beginning of year	\$ 12.69
Net investment income	0.01
Net realized and unrealized gains	0.64
Net increase from investment operations	0.65
Net asset value, end of year	\$ 13.34
Total return	5.12%
Ratio to average net assets	
Net investment income	0.09%
Expenses before reimbursement	0.65%
Expenses after reimbursement	0.62%

**Hand Composite Employee Benefit Trust**  
**Notes to Financial Statements**  
**December 31, 2025**

**Note 4. Participant Unit Transactions**

	<b>Compass Capital</b>	
	<b>High Quality Equity CIF</b>	
	<u>Units</u>	<u>Dollars</u>
Class R1		
Proceeds from sales of units	108,914	\$ 1,419,817
Cost of units redeemed	(145,910)	(1,938,775)
	<u>(36,996)</u>	<u>(518,958)</u>
Net change in Class R1 from participant transactions	<u>(36,996)</u>	<u>(518,958)</u>
Net change in total net assets from participant transactions		<u>\$ (518,958)</u>

**Note 5. Disclosures About Fair Value of Financial Instruments**

Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. Fair value measurements must maximize the use of observable inputs and minimize the use of unobservable inputs. There is a hierarchy of three levels of inputs that may be used to measure fair value:

- Level 1** Quoted prices in active markets for identical assets or liabilities that the Fund can access at the measurement date
- Level 2** Observable inputs other than Level 1 prices, such as quoted prices for similar assets or liabilities, quoted prices in markets that are not active, or other inputs that are observable or can be corroborated by observable market data for substantially the full term of the assets or liabilities
- Level 3** Unobservable inputs supported by little or no market activity and significant to the fair value of the assets or liabilities

***Recurring Measurements***

Following is a description of the valuation methodologies and inputs used for assets measured at fair value on a recurring basis and recognized in the statement of assets and liabilities, as well as the general classification of such assets pursuant to the valuation hierarchy. There have been no significant changes in the valuation techniques during the year ended December 31, 2025.

***Short Term Investments***

Short term investments, including money market funds, for which market quotations are readily available, are valued at the last reported sales price or the official closing price, as reported by an independent pricing service, on the primary market or exchange on which they are traded and are categorized as Level 1 in the hierarchy.

***Common Stock and Foreign Stock***

Securities traded on a national securities exchange (or reported on the NASDAQ national market) are valued at the last reported sales price or official closing price as reported by an independent pricing service on the primary market or exchange on which they are traded and are categorized as Level 1 in the hierarchy. Certain foreign securities may be fair valued using a pricing service that considers the correlation of the trading patterns of the foreign security to the intraday trading in the U.S. markets for investments, such as American Depositary Receipts, and the movement of the certain indexes of securities based on a statistical analysis of the historical relationship and are

**Hand Composite Employee Benefit Trust**  
**Notes to Financial Statements**  
**December 31, 2025**

categorized as Level 1 in the hierarchy. For those foreign securities where additional foreign market activities are taken into consideration by the pricing service, those securities are categorized as Level 2 in the hierarchy.

**Common Trust Funds**

Investments in common trust funds, which are administered by banks, trust companies, or similar institutions and pool assets from multiple fiduciary accounts, are valued at the net asset value (NAV) per unit provided by the fund sponsors as a practical expedient to fair value, as permitted by Accounting Standards Codification 820. The NAV is based on the fair value of the underlying investments held by the common trust funds, which may include equity securities, fixed income instruments, and other investment vehicles, as determined by the fund sponsors in accordance with their valuation policies.

The Fund receives periodic capital statements or other financial information from the trustees reflecting its proportionate interest in the net assets of the common trust funds. Investments measured using the NAV practical expedient are not categorized within Level 1, Level 2, or Level 3 of the fair value hierarchy. These investments are not publicly traded and are subject to redemption terms, notice periods, and other restrictions in accordance with the governing documents of the common trust funds.

The following table presents the fair value measurements of assets recognized in the statement of assets and liabilities measured at fair value on a recurring basis and the level within the fair value hierarchy in which the fair value measurements fall at December 31, 2025:

	<u>Fair Value</u>	<u>Fair Value Measurements Using</u>		
		<u>Quoted Prices in Active Markets for Identical Assets (Level 1)</u>	<u>Significant Other Observable Inputs (Level 2)</u>	<u>Significant Unobservable Inputs (Level 3)</u>
Compass Capital High Quality Equity CIF				
Short Term Investment	\$ 665	\$ 665	\$ -	\$ -
Common Stock	3,186,488	3,186,488	-	-
Foreign Stock	276,664	276,664	-	-
Common Trust Fund – Fixed Income (A)	71,573			
<b>Total</b>	<u>\$ 3,535,390</u>			

(A) Certain investments that are measured at fair value using net asset value per share (or its equivalent) practical expedient have not been classified in the fair value hierarchy. The fair value amounts included above are intended to permit reconciliation of the fair value hierarchy to the amounts presented in the statement of assets and liabilities.

**Note 6. Risk Factors**

The Fund invests in various investment securities and, as a result, is exposed to certain risks, including but not limited to market risk and concentration risk. Due to the level of risk associated with these investments, it is at least reasonably possible that changes in the fair values of the Fund's investments will occur in the near term and that such changes could materially affect the amounts reported in the statements of assets and liabilities.

**Hand Composite Employee Benefit Trust**  
**Notes to Financial Statements**  
**December 31, 2025**

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***Market Risk***

Market risk is the risk that the value of investments may fluctuate due to changes in market conditions, including economic events, political developments, public health concerns, or other factors affecting financial markets generally. The value of investment securities may decline due to factors that affect the overall market or specific asset classes, regardless of the financial condition of individual issuers. Periods of financial stress, changes in investor sentiment, or unexpected events may increase market volatility, resulting in rapid and significant changes in the fair value of the Fund's investments.

***Concentration Risk***

Concentration risk is the risk that the Fund's performance may be adversely affected by developments impacting a particular issuer, industry, sector, or geographic region. From time to time, market conditions or investment strategies may result in the Fund having increased exposure to certain issuers or groups of investments with similar economic characteristics. In such circumstances, adverse economic, political, regulatory, or market events affecting those issuers or markets could have a greater impact on the Fund's investment performance and financial position.

***Supplementary Information***

**Hand Composite Employee Benefit Trust  
Compass Capital High Quality Equity CIF  
Schedule of Investment Purchases and Sales  
Year Ended December 31, 2025**

<b>Purchases</b>				
<b>Investment Class</b>	<b>Cost</b>			
Common Stock	\$ 1,977,008			
Foreign Stock	194,264			
Common Trust Funds – Fixed Income	747,718			
Total investments purchased	<u>\$ 2,918,990</u>			
		<b>Sales</b>		
<b>Investment Class</b>	<b>Proceeds</b>	<b>Cost</b>	<b>Gains</b>	
Common Stock	\$ 2,462,584	\$ 1,978,311	\$ 484,273	
Foreign Stock	181,920	145,372	36,548	
Common Trust Funds – Fixed Income	753,551	753,551	-	
Total investments sold	<u>\$ 3,398,055</u>	<u>\$ 2,877,234</u>	<u>\$ 520,821</u>	