



# **Hand Composite Employee Benefit Trust Ullico Funds**

**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 funds, Ullico J for Jobs Collective Investment Fund and Ullico SFA Fixed Income CIF (Funds), included in the Hand Composite Employee Benefit Trust, which comprise the statements of assets and liabilities, including the schedules 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 funds, included in the Hand Composite Employee Benefit Trust, as of December 31, 2025, and the results of their operations and the changes in their net assets for the year then ended in accordance with accounting principles generally accepted in the United States of America.

### ***Basis for Opinions***

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 funds 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 opinions.

### ***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 funds' ability to continue as a going concern 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 funds' 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 funds' ability to continue as a going concern for a reasonable period of time.

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

### ***Supplementary Information***

Our audit was conducted for the purpose of forming opinions on the financial statements that collectively comprise the selected funds' financial statements. The schedules of investment purchases and sales listed in the table of contents are presented for purposes of additional analysis and are 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**  
**Statements of Assets and Liabilities – Selected Funds**  
**December 31, 2025**

	<b>Ullico J for Jobs Collective Investment Fund</b>	<b>Ullico SFA Fixed Income CIF</b>
<b>ASSETS</b>		
Investments, at cost	<u>\$ 25,810,813</u>	<u>\$ 45,403,505</u>
Investments, at fair value	\$ 31,328,497	\$ 45,988,084
Cash	2	-
Receivable for		
Investment advisor	7,802	8,256
Dividends and interest	<u>6,191</u>	<u>241,596</u>
<b>Total Assets</b>	<u><u>\$ 31,342,492</u></u>	<u><u>\$ 46,237,936</u></u>
<b>LIABILITIES</b>		
Payable for investment securities purchased	\$ 7,118	\$ -
Accounts payable and accrued liabilities	<u>53,452</u>	<u>71,466</u>
<b>Total Liabilities</b>	<u><u>\$ 60,570</u></u>	<u><u>\$ 71,466</u></u>
Net assets held for participants		
Class R	\$ 1,419,894	\$ -
Class R1	<u>29,862,028</u>	<u>46,166,470</u>
Total net assets held for participants	<u><u>\$ 31,281,922</u></u>	<u><u>\$ 46,166,470</u></u>
Units outstanding		
Class R	116,805	-
Class R1	<u>2,401,499</u>	<u>3,983,445</u>
Total units outstanding	<u><u>2,518,304</u></u>	<u><u>3,983,445</u></u>
Net asset value per unit		
Class R	<u>\$ 12.16</u>	<u>\$ -</u>
Class R1	<u><u>\$ 12.43</u></u>	<u><u>\$ 11.59</u></u>

**Hand Composite Employee Benefit Trust  
Ullico J for Jobs Collective Investment Fund  
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>			
1,934,969	BlackRock Liquid Treasury Institutional		\$ 1,934,969	\$ 1,934,969
	<b>Total Short Term Investment</b>	6.19%	<u>1,934,969</u>	<u>1,934,969</u>
	<b><u>Private Fund</u></b>			
1,082,818	Ullico J For Jobs Separate Account <sup>(1)</sup>		<u>16,857,129</u>	<u>21,665,956</u>
	<b>Total Private Fund</b>	69.26%	<u>16,857,129</u>	<u>21,665,956</u>
	<b><u>Common Trust Fund</u></b>			
	<b>Fixed Income</b>			
48,473	BNYM Mellon NSL Aggregate Bond Index Fund		<u>7,018,715</u>	<u>7,727,572</u>
	<b>Total Fixed Income</b>	24.70%	<u>7,018,715</u>	<u>7,727,572</u>
	<b>Total Common Trust Fund</b>	24.70%	<u>7,018,715</u>	<u>7,727,572</u>
	<b>Total Investments</b>	100.15%	<u>\$ 25,810,813</u>	<u>\$ 31,328,497</u>

<sup>(1)</sup> BNYM Mellon NSL Aggregate Bond Index Fund holds shares in BNYM Mellon DB NSL Intermediate Govt/Credit Bond Index Fund and BNYM Mellon DB NSL Securitized Index Fund with a fair value of \$2,688,393,931 and \$1,264,088,336, respectively. These funds are index funds managed by the Bank of New York Mellon.

The Fund's proportionate share of these investments is valued at \$4,237,394 and \$2,080,853 respectively. The underlying investment information used to determine the Fund's proportionate share is based on the most recently available financial information provided by the investee funds, which is as of September 30, 2025. Accordingly, the Fund's proportionate share of these investments may differ from the investee funds' actual holdings as of December 31, 2025.

**Hand Composite Employee Benefit Trust**  
**Ullico SFA Fixed Income CIF**  
**Schedule of Investments**  
**Year Ended December 31, 2025**

<u>Number of Shares/ Principal Amount</u>		<u>% of Net Assets</u>	<u>Cost</u>	<u>Fair Value</u>
<b><u>Short Term Investment</u></b>				
1,806,571	BlackRock Liquid Treasury Institutional		\$ 1,806,571	\$ 1,806,571
	<b>Total Short Term Investment</b>	3.91%	<u>1,806,571</u>	<u>1,806,571</u>
<b><u>U.S. Government Obligations</u></b>				
\$ 1,000,000	U.S. Treasury Note 1.250% 09/30/2028 DD 09/30/21		928,144	940,977
1,550,000	U.S. Treasury Note 1.625% 02/15/2026 DD 02/15/16		1,545,063	1,546,128
1,000,000	U.S. Treasury Note 2.625% 02/15/2029 DD 02/15/19		959,217	972,734
2,000,000	U.S. Treasury Note 4.250% 11/30/2026 DD 11/30/24		2,001,471	2,012,281
1,500,000	U.S. Treasury Note 4.625% 06/15/2027 DD 06/15/24		<u>1,510,092</u>	<u>1,524,082</u>
	<b>Total U.S. Government Obligations</b>	15.15%	<u>6,943,987</u>	<u>6,996,202</u>
<b><u>Agencies</u></b>				
<b>Federal National Mortgage Association (FNMA) Pools</b>				
646,636	FHLMC Pool #ra-2958 2.000% 07/01/2050 DD 06/01/20		553,319	534,887
442,752	FHLMC Pool #ra-5576 2.500% 07/01/2051 DD 06/01/21		390,498	381,979
226,135	FHLMC Pool #sd-0612 2.500% 11/01/2050 DD 05/01/21		197,685	196,394
93,419	FHLMC Pool #sd-7528 2.000% 11/01/2050 DD 10/01/20		79,141	77,419
73,642	FHLMC Pool #za-1334 3.500% 07/01/2042 DD 09/01/18		69,931	70,530
305,215	FHLMC Pool #za-2389 3.500% 09/01/2035 DD 09/01/18		294,904	297,851
283,788	FHLMC Pool #zs-9386 3.000% 04/01/2043 DD 09/01/18		262,236	262,913
109,965	FHLMC Pool #zs-9629 3.500% 01/01/2044 DD 09/01/18		104,356	105,249
104,780	FNMA Pool #0735500 5.500% 05/01/2035 DD 04/01/05		107,209	109,481
639,146	FNMA Pool #0890815 3.500% 11/01/2031 DD 02/01/18		632,733	636,472
959,020	FNMA Pool #0al3381 3.000% 03/01/2033 DD 04/01/13		919,032	927,067
238,230	FNMA Pool #0bm3075 3.500% 07/01/2032 DD 11/01/17		229,588	236,050
963,496	FNMA Pool #0bm3537 3.000% 01/01/2031 DD 02/01/18		946,728	951,547
1,106,300	FNMA Pool #0bm3950 4.000% 06/01/2033 DD 05/01/18		1,090,979	1,107,910
629,070	FNMA Pool #0bm4324 3.500% 07/01/2033 DD 07/01/18		612,526	622,927
359,677	FNMA Pool #0bm4798 5.500% 07/01/2041 DD 10/01/18		372,212	369,896
100,889	FNMA Pool #0ca5225 3.000% 02/01/2050 DD 01/01/20		91,323	91,496
97,119	FNMA Pool #0cb0671 2.500% 06/01/2051 DD 05/01/21		85,487	84,301
574,212	FNMA Pool #0fm3016 3.500% 03/01/2032 DD 04/01/20		569,325	571,598
495,624	FNMA Pool #0fm3123 2.500% 05/01/2040 DD 04/01/20		454,237	464,021
451,420	FNMA Pool #0fs2056 4.500% 11/01/2038 DD 05/01/22		<u>448,116</u>	<u>452,993</u>
	<b>Total Federal National Mortgage Association (FNMA) Pools</b>	18.53%	<u>8,511,565</u>	<u>8,552,981</u>

**Hand Composite Employee Benefit Trust**  
**Ullico SFA Fixed Income CIF**  
**Schedule of Investments**  
**Year Ended December 31, 2025**

**(Continued)**

<u>Principal Amount</u>		<u>% of Net Assets</u>	<u>Cost</u>	<u>Fair Value</u>
<b>Federal Home Loan Mortgage Corporation (FHLMC) Pools</b>				
\$ 308,744	FNMA Pool #0fs3371 2.000% 01/01/2053 DD 12/01/22		\$ 261,369	\$ 255,711
551,370	FNMA Pool #0fs3660 1.500% 11/01/2031 DD 01/01/23		513,544	521,625
363,893	FNMA Pool #0fs4003 5.500% 08/01/2037 DD 02/01/23		375,686	373,088
532,088	FNMA Pool #0fs4296 3.000% 01/01/2049 DD 03/01/23		494,862	492,709
355,130	FNMA Pool #0fs4355 3.500% 04/01/2048 DD 03/01/23		340,123	338,411
318,188	FNMA Pool #0ma0383 4.500% 04/01/2030 DD 03/01/10		317,175	319,772
216,473	FNMA Pool #0ma1348 2.500% 02/01/2033 DD 01/01/13		204,028	205,838
104,671	FNMA Pool #0ma4045 2.000% 05/01/2040 DD 05/01/20		91,295	92,081
	<b>Total Federal Home Loan Mortgage Corporation (FHLMC) Pools</b>	5.63%	<u>2,598,082</u>	<u>2,599,235</u>
<b>Federal Farm Credit Bank (FFCB) Pools</b>				
1,000,000	Federal Farm Credit Bank Cons Bd 4.690% 02/13/2029 DD 02/13/25		997,922	999,695
	<b>Total Federal Farm Credit Bank (FFCB) Pools</b>	2.17%	<u>997,922</u>	<u>999,695</u>
<b>Government National Mortgage Association (GNMA) Pools</b>				
470,043	GNMA Pool #0786469 5.000% 07/15/2040 DD 01/01/23		483,596	483,820
	<b>Total Government National Mortgage Association (GNMA) Pools</b>	1.05%	<u>483,596</u>	<u>483,820</u>
<b>Federal Home Loan Mortgage Corporation (FHLMC)</b>				
500,000	Federal Home Ln Bk Cons Bd 4.125% 01/15/2027 DD 01/29/24		499,587	503,213
500,000	Federal Home Ln Bk Cons Bd 4.500% 03/13/2026 DD 03/01/23		500,918	500,882
	<b>Total Federal Home Loan Mortgage Corporation (FHLMC)</b>	2.17%	<u>1,000,505</u>	<u>1,004,095</u>
	<b>Total Agencies</b>	29.54%	<u>13,591,670</u>	<u>13,639,826</u>
<b><u>Mortgage-Backed Securities</u></b>				
119,153	JPMDB Commercial Mortgage C2 A3A 2.881% 06/15/2049 DD 05/01/16		117,505	118,697
265,566	UBS Commercial Mortgage C1 A3 3.196% 06/15/2050 DD 06/01/17		247,829	262,991
203,893	UBS Commercial Mortgage C2 A3 3.225% 08/15/2050 DD 08/01/17		190,946	201,777
	<b>Total Mortgage-Backed Securities</b>	1.26%	<u>556,280</u>	<u>583,465</u>
	<b>Total Mortgage-Backed Securities</b>	1.26%	<u>556,280</u>	<u>583,465</u>

**Hand Composite Employee Benefit Trust**  
**Ullico SFA Fixed Income CIF**  
**Schedule of Investments**  
**Year Ended December 31, 2025**

**(Continued)**

<u>Principal Amount</u>		<u>% of Net Assets</u>	<u>Cost</u>	<u>Fair Value</u>
<b><u>Corporate Bonds</u></b>				
<b>Energy</b>				
\$ 500,000	BP Capital Markets America Inc 4.812% 02/13/2033 DD 02/13/23		\$ 501,715	\$ 507,171
500,000	Enterprise Products Operating 2.800% 01/31/2030 DD 01/15/20		466,101	475,336
	<b>Total Energy</b>	2.13%	<u>967,816</u>	<u>982,507</u>
<b>Financials</b>				
250,000	Bank Of America Corp VAR RT 09/15/2027 DD 09/15/23		250,000	253,241
250,000	Bank Of New York Mellon Corp/T VAR RT 02/01/2029 DD 01/31/23		250,000	253,109
250,000	Goldman Sachs Group Inc/The VAR RT 05/01/2029 DD 04/23/18		240,723	250,582
300,000	Hartford Insurance Group Inc/T 5.950% 10/15/2036 DD 10/03/06		322,273	323,735
250,000	JPMorgan Chase & Co VAR RT 01/23/2028 DD 01/23/24		250,000	252,610
250,000	Morgan Stanley VAR RT 02/01/2029 DD 01/19/23		250,001	255,256
500,000	Toronto-Dominion Bank/The 4.568% 12/17/2026 DD 12/17/24		500,000	503,130
250,000	Toyota Motor Credit Corp 4.625% 01/12/2028 DD 01/12/23		249,929	253,947
	<b>Total Financials</b>	5.08%	<u>2,312,926</u>	<u>2,345,610</u>
<b>Healthcare</b>				
250,000	Amgen Inc 5.150% 03/02/2028 DD 03/02/23		249,797	255,934
250,000	Astrazeneca Finance Llc 4.875% 03/03/2028 DD 03/03/23		249,766	255,507
500,000	GE Healthcare Technologies Inc 4.800% 08/14/2029 DD 08/14/24		499,555	511,449
	<b>Total Healthcare</b>	2.22%	<u>999,118</u>	<u>1,022,890</u>
<b>Industrials</b>				
300,000	Delta Air Lines Inc 4.375% 04/19/2028 DD 04/19/18		294,537	301,011
500,000	Lockheed Martin Corp 4.500% 02/15/2029 DD 01/29/24		497,261	508,108
500,000	Northrop Grumman Corp 4.700% 03/15/2033 DD 02/08/23		496,521	505,635
500,000	Ryder System Inc 5.250% 06/01/2028 DD 05/19/23		499,674	513,411
170,000	Southwest Airlines Co 4.375% 11/15/2028 DD 11/03/25		169,921	170,402
	<b>Total Industrials</b>	4.33%	<u>1,957,914</u>	<u>1,998,567</u>
<b>Information Technology</b>				
130,000	Amphenol Corp 3.800% 11/15/2027 DD 11/10/25		129,918	129,845
400,000	Apple Inc 4.000% 05/12/2028 DD 05/12/25		399,374	403,451
250,000	Fiserv Inc 4.750% 03/15/2030 DD 08/12/24		249,568	251,420
	<b>Total Information Technology</b>	1.70%	<u>778,860</u>	<u>784,716</u>

**Hand Composite Employee Benefit Trust  
Ullico SFA Fixed Income CIF  
Schedule of Investments  
Year Ended December 31, 2025**

**(Continued)**

<u>Principal Amount/ Number of Shares</u>		<u>% of Net Assets</u>	<u>Cost</u>	<u>Fair Value</u>
<b>Communication Services</b>				
\$ 500,000	Meta Platforms Inc 4.300% 08/15/2029 DD 08/09/24		\$ 499,285	\$ 506,327
250,000	Uber Technologies Inc 4.300% 01/15/2030 DD 09/09/24		249,925	251,561
	<b>Total Communication Services</b>	1.64%	<u>749,210</u>	<u>757,888</u>
<b>Real Estate</b>				
250,000	American Tower Corp 5.000% 01/31/2030 DD 11/21/24		249,270	256,260
	<b>Total Real Estate</b>	0.56%	<u>249,270</u>	<u>256,260</u>
<b>Utilities</b>				
440,000	AT&T Inc 1.700% 03/25/2026 DD 03/23/21		437,648	437,776
500,000	Cisco Systems Inc 4.850% 02/26/2029 DD 02/26/24		499,886	513,541
500,000	Consumers Energy Co 4.650% 03/01/2028 DD 01/10/23		501,219	508,095
372,000	Verizon Communications Inc 4.125% 03/16/2027 DD 03/16/17		372,430	372,920
	<b>Total Utilities</b>	3.97%	<u>1,811,183</u>	<u>1,832,332</u>
	<b>Total Corporate Bonds</b>	21.62%	<u>9,826,297</u>	<u>9,980,770</u>
<b><u>Exchange-Traded Fund</u></b>				
<b>Fixed Income</b>				
155,000	Vanguard Int-term Corporate		12,678,700	12,981,250
	<b>Total Fixed Income</b>	28.12%	<u>12,678,700</u>	<u>12,981,250</u>
	<b>Total Exchange-Traded Fund</b>	28.12%	<u>12,678,700</u>	<u>12,981,250</u>
	<b>Total Investments</b>	99.61%	<u>\$ 45,403,505</u>	<u>\$ 45,988,084</u>

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

	<b>Ullico J for Jobs Collective Investment Fund</b>	<b>Ullico SFA Fixed Income CIF</b>
<b>Income</b>		
Interest	\$ 61,721	\$ 1,598,984
Dividends	-	599,680
<b>Total Income</b>	<u>61,721</u>	<u>2,198,664</u>
<b>Expenses</b>		
Investment management and administrative	23,864	30,966
Custody fees	74,057	75,974
Audit	21,186	10,701
Class R1 level expenses	99,707	-
Other	2,550	51,610
<b>Total Expenses Before Reimbursement of Fees</b>	221,364	169,251
Reimbursement of fees	<u>(54,022)</u>	<u>(39,522)</u>
<b>Net Expenses</b>	<u>167,342</u>	<u>129,729</u>
<b>Net Investment Income (Loss)</b>	<u>(105,621)</u>	<u>2,068,935</u>
<b>Net Realized and Unrealized Gains on Investments</b>		
Net realized gains	-	145,920
Change in unrealized appreciation/depreciation	<u>1,932,333</u>	<u>1,176,391</u>
<b>Net Realized and Unrealized Gains On Investments</b>	<u>1,932,333</u>	<u>1,322,311</u>
<b>Net Increase in Net Assets From Operations</b>	<u>\$ 1,826,712</u>	<u>\$ 3,391,246</u>

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

	<b>Ullico J for Jobs Collective Investment Fund</b>	<b>Ullico SFA Fixed Income CIF</b>
<b>Operations</b>		
Net investment income (loss)	\$ (105,621)	\$ 2,068,935
Net realized gains	-	145,920
Change in unrealized appreciation/depreciation	1,932,333	1,176,391
<b>Net Increase in Net Assets From Operations</b>	1,826,712	3,391,246
<b>Net Increase (Decrease) in Net Assets From Participant Transactions</b>	740,132	(13,979,844)
<b>Increase (Decrease) in Net Assets Held for Participants</b>	2,566,844	(10,588,598)
<b>Net Assets Held for Participants</b>		
Beginning of year	28,715,078	56,755,068
End of year	\$ 31,281,922	\$ 46,166,470

## **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 that, 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 portfolios; the financial statements of two of those funds are included in this report.

Each class of units, if applicable, has equal rights as to earnings and assets except that each class bears different distribution, shareholder servicing, and transfer-agent expenses. Income, expenses (other than expenses attributable to a specific class), and realized and unrealized gains or losses on investments are allocated to each class of units based on its relative net assets.

### ***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 accounted for on the trade date. Realized gains and losses from investment transactions and unrealized appreciation or depreciation of investments are reported on 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 Funds 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 Funds 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 Funds are valued daily.

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

The Funds comply with the requirements under Section 501(a) of the IRC and apportion 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 the 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.

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

***Investment Management Advisor***

The investment management advisor for the Funds is Ullico Investment Advisors, Inc.

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

The Funds are charged an administrative fee by HB&T for trustee/administrative services (fund accounting services, transfer agency services, trustee services, etc.). The Funds also entered into investment advisory and service agreements with a third-party advisor. These fees compensate the advisor for the services it provides and for expenses borne by the advisor under the agreement.

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

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

Fund	Trustee/ Administrative Fees	Investment Advisory Fees	Fund Accounting Fees	Audit	Total Fees
Ullico J for Jobs Collective Investment Fund					
Class R	0.080%	0.000%	0.375%	0.070%	0.525%
Class R1	0.080%	0.350%	0.375%	0.070%	0.875%
Ullico SFA Fixed Income CIF					
Class R1	0.060%	0.100%	0.250%	0.040%	0.450%

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**Note 3. Financial Highlights**

	<b>Ullico J for Jobs Collective Investment Fund</b>		<b>Ullico SFA Fixed Income</b>
	<b>Class R</b>	<b>Class R1</b>	<b>Class R1</b>
Net asset value, beginning of year	\$ 11.42	\$ 11.70	\$ 10.85
Net investment income (loss)	(0.02)	(0.04)	0.45
Net realized and unrealized gains	0.76	0.77	0.29
Net increase from investment operations	0.74	0.73	0.74
Net asset value, end of year	\$ 12.16	\$ 12.43	\$ 11.59
Total return	6.48%	6.24%	6.82%
Ratio to average net assets			
Net investment income (loss)	(0.21%)	(0.36%)	4.03%
Expenses without reimbursements	0.42%	0.79%	0.33%
Expenses with reimbursements	0.42%	0.57%	0.25%

**Note 4. Participant Unit Transactions**

	<b>Ullico J for Jobs Collective Investment Fund</b>		<b>Ullico SFA Fixed Income CIF</b>	
	<b>Units</b>	<b>Dollars</b>	<b>Units</b>	<b>Dollars</b>
Class R				
Proceeds from sales of units	9,146	\$ 107,469		
Cost of units redeemed	(6,643)	(77,257)		
Net change in Class R from participant transactions	2,503	30,212		
Class R1				
Proceeds from sales of units	241,557	2,894,064	-	\$ -
Cost of units redeemed	(182,281)	(2,184,144)	(1,246,240)	(13,979,844)
Net change in Class R1 from participant transactions	59,276	709,920	(1,246,240)	(13,979,844)
Net increase (decrease) in net assets from participant transactions		\$ 740,132		\$ (13,979,844)

## **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 Funds 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 that are 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 statements 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.

### ***U.S. Government Obligations and Agencies***

U.S. government and agency obligations are valued using a model that incorporates market observable data, such as reported sales of similar securities, broker quotes, yields, bids, offers, and reference data. Certain securities are valued principally using dealer quotations. U.S. government and agency obligations are categorized as either Level 1 or Level 2 based in the hierarchy.

### ***Corporate Bonds***

The fair value of these bonds is estimated using various techniques, which may consider recently executed transactions in securities of the issuer or comparable issuers, market price quotations (where observable), bond spreads, fundamental data relating to the issuer, and credit default swap spreads adjusted for any basis difference between cash and derivative instruments. These securities are categorized as Level 2 in the hierarchy.

### ***Mortgage-Backed and Asset-Backed Securities***

These securities are valued using models that incorporate observable data, such as prepayments, delinquencies, yields, bids, offers, collateral seasoning, and other factors. Deal-specific scenarios are derived from historical performance information and loan-level details. These securities are categorized as Level 2 in the hierarchy.

### ***Exchange-Traded Fund***

Securities traded on a national securities exchange (or reported on the NASDAQ national market) 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.

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***Private Fund***

Investments in private investment funds are valued at 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 private fund, 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 Funds receive 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 private funds.

***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 Funds receive periodic capital statements or other financial information from the trustees reflecting their 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 statements 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.

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	<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>
Ullico J for Jobs Collective Investment Fund				
Short Term Investment	\$ 1,934,969	\$ 1,934,969	\$ -	\$ -
Private Fund(A)	21,665,956	-	-	-
Common Trust Fund – Fixed Income (A)	<u>7,727,572</u>	-	-	-
Total	<u>\$ 31,328,497</u>			
Ullico SFA Fixed Income CIF				
Short Term Investment	\$ 1,806,571	\$ 1,806,571	\$ -	\$ -
U.S. Government Obligations	6,996,202	6,996,202	-	-
U.S. Government Agencies Mortgage-Backed Securities	13,639,826	-	13,639,826	-
Corporate Bonds	583,465	-	583,465	-
Exchange-Traded Fund – Fixed Income	9,980,770	-	9,980,770	-
	<u>12,981,250</u>	12,981,250	-	-
Total	<u>\$ 45,988,084</u>			

(A) Certain investments that are measured at fair value using NAV 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 statements of assets and liabilities.

**Note 6. Risk Factors**

***Investment Securities Risk***

The Funds invest in various investment securities and, as a result, are exposed to certain risks, including but not limited to market risk, concentration risk, credit risk, and interest rate 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 Funds' investments will occur in the near term and that such changes could materially affect the amounts reported in the statements of assets and liabilities.

***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

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unexpected events may increase market volatility, resulting in rapid and significant changes in the fair value of the Funds' investments.

***Concentration Risk***

Concentration risk is the risk that a 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 Funds 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 Funds' investment performance and financial position.

***Credit Risk***

Credit risk is the risk that an issuer or counterparty to a financial instrument will be unable or unwilling to meet its contractual obligations. The Funds are exposed to credit risk through investments where returns depend on the creditworthiness and financial condition of an issuer or counterparty. Adverse economic conditions, changes in an issuer's financial position, or a deterioration in credit quality may increase the likelihood of default. Such developments could result in declines in the fair value of the Funds' investments or losses to the Funds.

***Interest Rate Risk***

Interest rate risk is the risk that changes in prevailing interest rates will affect the value of the Funds' investments. In general, the value of interest rate-sensitive investments decreases as interest rates rise and increases as interest rates fall. The degree of sensitivity to interest rate changes may vary based on factors such as maturity, duration, and cash flow characteristics. Fluctuations in interest rates may also affect the timing and amount of cash flows available for reinvestment, which could adversely impact the fair value of the Funds' investments and their financial position.

***Supplementary Information***

**Hand Composite Employee Benefit Trust  
 Ullico SFA Fixed Income CIF  
 Schedule of Investment Purchases and Sales  
 Year Ended December 31, 2025**

<b>Purchases</b>				
<b>Investment Class</b>	<b>Cost</b>			
U.S. Government Agencies	\$ 1,498,331			
U.S. Government Obligations	997,578			
Mortgage-Backed Securities	591,442			
Asset-Backed Securities	496,614			
Corporate Bonds	2,144,548			
Total investments purchased	<u>\$ 5,728,513</u>			

  

<b>Sales</b>			
<b>Investment Class</b>	<b>Proceeds</b>	<b>Cost</b>	<b>Gains (Losses)</b>
U.S. Government Obligations	\$ 8,574,387	\$ 8,427,301	\$ 147,086
Corporate Bonds	996,460	997,626	(1,166)
Total investments sold	<u>\$ 9,570,847</u>	<u>\$ 9,424,927</u>	<u>\$ 145,920</u>