

**UNITED STATES
SECURITIES AND EXCHANGE COMMISSION
Washington, D.C. 20549**

FORM 11-K

(Mark One)

- ANNUAL REPORT PURSUANT TO SECTION 15(d) OF THE SECURITIES EXCHANGE ACT OF 1934**
For the fiscal year ended December 31, 2024

OR

- TRANSITION REPORT PURSUANT TO SECTION 15(d) OF THE SECURITIES EXCHANGE ACT OF 1934**
For the transition period from _____ to _____

Commission file number 333-236022

A. Full title of the plan and the address of the plan, if different from that of the issuer named below:

**BANPLUS CORPORATION EMPLOYEE STOCK OWNERSHIP PLAN
WITH 401(k) PROVISIONS**

B. Name of issuer of the securities held pursuant to the plan and the address of its principal executive office:

BANPLUS CORPORATION
1068 Highland Colony Parkway
Ridgeland, MS 39157

BancPlus Corporation
Employee Stock Ownership Plan
with 401(k) Provisions
December 31, 2024 and 2023

CONTENTS

<u>Reports of the Independent Registered Public Accounting Firm</u>	<u>3</u>
<u>Financial Statements</u>	
<u>Statements of Net Assets Available for Benefits as of December 31, 2024 and 2023</u>	<u>5</u>
<u>Statement of Changes in Net Assets Available for Benefits for the year ended December 31, 2024</u>	<u>6</u>
<u>Notes to Financial Statements</u>	<u>7</u>
<u>Supplemental Schedules</u>	
<u>Schedule H, Line 4i - Schedule of Assets (Held at End of Year)</u>	<u>15</u>
<u>Schedule H, Line 4j - Schedule of Reportable Transactions</u>	<u>16</u>
<u>Signature</u>	<u>17</u>
<u>Exhibits</u>	<u>18</u>

Report of Independent Registered Public Accounting Firm

Plan Administrator and Plan Participants
BancPlus Corporation Employee Stock Ownership Plan
With 401(k) Provisions
Ridgeland, Mississippi

Opinion on the Financial Statements

We have audited the accompanying statements of net assets available for benefits of BancPlus Corporation Employee Stock Ownership Plan With 401(k) Provisions ("Plan") as of December 31, 2024 and 2023, the related statement of changes in net assets available for benefits for the year ended December 31, 2024, and the related notes (collectively referred to as the "financial statements"). In our opinion, the financial statements referred to above present fairly, in all material respects, the net assets available for benefits of the Plan as of December 31, 2024 and 2023, and the changes in net assets available for benefits for the year ended December 31, 2024, in conformity with accounting principles generally accepted in the United States of America.

Basis of Opinion

These financial statements are the responsibility of the Plan's management. Our responsibility is to express an opinion on these financial statements based on our audits.

We are a public accounting firm registered with the Public Company Accounting Oversight Board (United States) ("PCAOB") and are required to be independent with respect to the Plan in accordance with the U.S. federal securities laws and the applicable rules and regulations of the Securities and Exchange Commission and the PCAOB.

We conducted our audits in accordance with the standards of the PCAOB. Those standards require that we plan and perform the audits to obtain reasonable assurance about whether the financial statements are free of material misstatement, whether due to error or fraud. The Plan is not required to have, nor were we engaged to perform, an audit of its internal control over financial reporting. As part of our audits, we are required to obtain an understanding of internal control over financial reporting but not for the purpose of expressing an opinion on the effectiveness of the Plan's internal control over financial reporting. Accordingly, we express no such opinion.

Our audits included performing procedures to assess the risks of material misstatement of the financial statements, whether due to error or fraud, and performing procedures that respond to those risks. Such procedures included examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements. Our audits also included evaluating the accounting principles used and significant estimates made by management, as well as evaluating the overall presentation of the financial statements. We believe that our audits provide a reasonable basis for our opinion.

Report on Supplemental Information

The supplemental information in the accompanying *Schedule H, Line 4i – Schedule of Assets (Held at End of Year)* as of December 31, 2024 and *Schedule H, Line 4j – Schedule of Reportable Transactions* for the year ended December 31, 2024 have been subjected to audit procedures performed in conjunction with the audit of the Plan's financial statements. The supplemental schedules are the responsibility of the Plan's management. Our audit procedures included determining whether the supplemental schedules reconcile to the financial statements or the underlying accounting and other records, as applicable, and performing procedures to test the completeness and accuracy of the information presented in the supplemental schedules. In forming our opinion on the supplemental schedules, we evaluated whether the supplemental schedules, including their form and content, are presented in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under the *Employee Retirement Income Security Act of 1974*. In our opinion, the *Schedule H, Line 4i – Schedule of Assets (Held at End of Year)* and *Schedule H, Line 4j – Schedule of Reportable Transactions* are fairly stated, in all material respects, in relation to the basic financial statements taken as a whole.

/s/ Forvis Mazars, LLP

We have served as the Plan's auditor since 2008.

Jackson, Mississippi
June 20, 2025

BancPlus Corporation
Employee Stock Ownership Plan
with 401(k) Provisions
Statements of Net Assets Available for Benefits

	December 31,	
	2024	2023
Assets		
Investments, at Fair Value		
Money market mutual fund	\$ 6,422,614	\$ —
Money market account	—	3,152,729
Mutual funds	59,007,276	49,949,614
Common collective trusts	3,076,089	4,857,856
BancPlus Corporation common stock	95,252,916	84,997,575
Total investments	163,758,895	142,957,774
Receivables		
Notes receivable from participants	790,778	800,050
Participant contributions receivable	108,250	—
Total receivables	899,028	800,050
Other assets	—	27,000
Total assets	164,657,923	143,784,824
Net Assets Available for Benefits	\$ 164,657,923	\$ 143,784,824

The accompanying notes are an integral part to these financial statements.

BancPlus Corporation
Employee Stock Ownership Plan
with 401(k) Provisions
Statement of Changes in Net Assets Available for Benefits

		<u>Year Ended December 31, 2024</u>
Additions		
Contributions		
Employer	\$	4,397,790
Participant salary deferrals		5,856,291
Participant rollovers		1,198,955
Total contributions		<u>11,453,036</u>
Investment Income		
Dividends on BancPlus Corporation common stock		2,727,001
Interest and dividend income		590,542
Interest income on notes receivable from participants		56,517
Change in value of BancPlus Corporation common stock		10,111,173
Net appreciation in fair value of mutual funds		8,340,552
Total investment income		<u>21,825,785</u>
Total additions		<u>33,278,821</u>
Deductions		
Benefits Paid Directly to Participants		
Cash		11,555,998
Stock		654,605
Loans deemed distributed		75,972
Total benefits paid		<u>12,286,575</u>
Administrative expense		119,147
Total deductions		<u>12,405,722</u>
Net Increase in Net Assets		20,873,099
Net Assets Available for Benefits, Beginning of Year		<u>143,784,824</u>
Net Assets Available for Benefits, End of Year	\$	<u><u>164,657,923</u></u>

The accompanying notes are an integral part to these financial statements.

BancPlus Corporation
Employee Stock Ownership Plan
with 401(k) Provisions
Notes to the Financial Statements
December 31, 2024 and 2023

Note 1: Description of the Plan

The following description of the BancPlus Corporation (“BancPlus” or the “Company”) Employee Stock Ownership Plan with 401(k) Provisions (the “Plan”) provides only general information. Participants should refer to the Plan Document and *Summary Plan Description* for a more complete description of the Plan’s provisions, which are available from the Plan Administrator.

General

The Company established the Plan effective as of January 1, 1956. The Plan operates as a defined contribution plan, is designed to comply with Section 4975(e) (7) and the regulations thereunder of the Internal Revenue Code of 1986, as amended (the “Code”) and is subject to the applicable provisions of the Employee Retirement Income Security Act of 1974 (“ERISA”), as amended. At December 31, 2023, BancPlus (the “Bank”), a wholly-owned subsidiary of the Company, was the Trustee of the Plan. On January 1, 2024, the Company appointed GreatBanc Trust Company as Trustee of the Plan. The Plan’s recordkeeping is performed by the Bank and by EPIC Retirement Plan Services. The Bank also performs custodial functions for the Plan along with Mid-Atlantic Company. The Company is the Plan Sponsor and Administrator.

Participation

The Plan is a defined contribution plan covering all full-time employees of the Bank who have completed 1,000 hours of service for the Plan year and are age 21 or older.

Vesting

Participants are fully vested in their salary reduction and rollover contributions and the Bank’s matching and basic contributions. Participants vest in the Bank’s optional contributions and earnings thereon at a rate of 20% for each year of service greater than two years and become fully vested upon completing six years of service. Participants terminating due to normal retirement, death, or disability will be 100% vested.

Put Option

Under federal income tax regulations, the employer stock that is held by the Plan and its participants and is not readily tradable on an established market or is subject to trading limitations includes a put right. This put option is a right to demand that the Company buy, within 30 days of the exercise of the put option, any shares of its stock distributed to participants for which there is no market. The put price is representative of the current appraised value of the stock.

Payment of Benefits

Participants are entitled to benefits upon termination of service due to death, disability or retirement. In addition, participants who are 100% vested and have completed six years of service in the Plan may request in-service distributions. A participant may elect to receive either a lump-sum amount equal to the value of the participant’s vested interest in his or her account, or may elect to receive installment payments over a period of not more than the participant’s assumed life expectancy (or assumed life expectancies for the participant and beneficiary). Net assets available for benefits include amounts allocated to the accounts of terminated participants. These accounts had a total balance of \$30,762,093 and \$26,249,479 and a vested balance of \$30,636,462 and \$26,157,987 at December 31, 2024 and 2023, respectively.

Distributions relating to the Company's stock may be made in shares of the Company's common stock or in cash, at the discretion of the participants.

Voting Rights

Each participant in the Plan is entitled to direct the Trustee as to the manner in which voting rights on shares of the Company's common stock, which are allocated to the common stock account of such participant, are to be exercised with respect to any corporate matter which involves the voting of such shares, including the approval or disapproval of any corporate merger or consolidation, recapitalization, reclassification, liquidation, dissolution, sale of substantially all assets of a trade or business, or such similar transaction. The Trustee is permitted to vote any share for which instructions have not been given by a participant.

Diversification

Diversification is offered to participants close to retirement so that they may have the opportunity to move part of the value of their investment in Company common stock into other investments. Participants who are at least age 55 with at least 10 years of participation in the Plan may elect to diversify a portion of their account.

Contributions

The Bank makes (1) annual safe harbor matching contributions in the amount of 100% of the first 3% and 50% of the next 2% of the participant's compensation contributed, and may make (2) discretionary matching contributions equal to a percentage of the participant's contributions and/or (3) optional contributions to all eligible participants.

Participants may make (1) salary reduction contributions subject to Internal Revenue Service ("IRS") and plan limits and (2) rollover contributions. Effective January 1, 2025 the Plan was amended to include Roth options for salary reduction contributions and rollovers.

Participant Accounts

Participants direct the investment of their contributions into various investment options offered by the Plan. The Plan offers the option to invest in the Company's common stock, various participant-directed investment allocation options and participant-directed investments in mutual funds.

Each participant's account is credited with the participant's contributions and with an allocation of (1) the Company's contribution, (2) plan earnings and (3) forfeitures of terminated participants' nonvested accounts. Allocations of basic and optional contributions and forfeitures are based on a participant's compensation. Company matching contributions are allocated based on a participant's salary reduction contributions.

Nonparticipant-directed investments are credited to individual participant accounts as of the last day of each plan year, with an allocation of shares of the Company's common stock released by the Trustee from the unallocated account and forfeitures of terminated participants' nonvested accounts. Only those participants who are eligible employees of the Company as of the last day of the plan year will receive an allocation. Allocations are based on a participant's eligible compensation relative to total eligible compensation.

Forfeited Accounts

In 2024, \$48,876 was forfeited and reallocated to participants.

Notes Receivable from Participants

The Plan Document includes provisions authorizing loans from the Plan to active eligible participants. Participants may borrow from their accounts a minimum of \$2,500 up to a maximum of \$50,000, or 50% of their account balance, whichever is less. Loans are secured by the balance in the participant's account and bear interest at commercially

reasonable rates as determined by the Plan Administrator. The term shall not exceed five years, except for the purchase or construction of a principal residence, and loans shall be made from the vested portion of a participant's account.

Plan Termination

The Company reserves the right to terminate the Plan at any time, subject to plan provisions. Upon such termination of the Plan, the interest of each participant will be distributed to such participant or his or her beneficiary at the time prescribed by the plan terms and the Code. Upon termination of the Plan, the Administrative Committee, which is composed of individuals appointed by the board of directors, shall direct the Trustee to pay all liabilities and expenses and to sell shares of any financed stock held in the loan suspense account to the extent it determines such sale to be necessary in order to repay any outstanding loan.

Note 2 - Summary of Significant Accounting Policies

Basis of Accounting

The accompanying financial statements are prepared on the accrual basis of accounting, with the exception of the payment of benefits, which is recognized as a reduction in the net assets available for benefits of the Plan as distributions are made to participants.

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 changes therein at the date of the financial statements. Actual results could differ from those estimates.

Investment Valuation and Income Recognition

Investments are reported at fair value. Quoted market prices, if available, are used to value investments. The Plan's investment in company common stock is valued at estimated fair value, as determined by an annual independent appraisal, on December 31, 2024 and 2023. Mutual funds are valued at the net asset value of shares held by the Plan at year-end. The Plan's interests in common collective trusts are valued at net asset value as provided by the issuers. Other marketable investments are stated at fair value based on closing quoted market prices on the last business day of the plan year.

Dividend income is accrued on the ex-dividend date. Purchases and sales of securities are recorded on a trade-date basis. Realized gains and losses from security transactions are reported on the average cost method. Net appreciation includes the Plan's gains and losses on investments bought and sold as well as held during the year.

Dividends

Dividends paid on shares of the Company's common stock are credited to participant accounts based on the number of shares allocated to each account as of the dividend record date.

Notes Receivable from Participants

Notes receivable from participants are reported at amortized principal balance plus accrued but unpaid interest. Delinquent notes receivable from participants are reclassified as distributions based upon the terms of the Plan Document.

Payment of Benefits

Benefit payments to participants are recorded upon distribution.

Administrative Expenses

Certain administrative functions are performed by officers or employees of the Bank. No such officer or employee receives compensation from the Plan. Administrative expenses of the Plan may be paid by the Company or the Plan at the Company's discretion.

Plan Tax Status

The Internal Revenue Service has determined and informed the Company by a letter dated November 1, 2013, that the Plan and related trust are designed in accordance with applicable sections of the Code. Although the Plan has been amended since receiving the determination letter, the Plan Administrator and the Plan's tax counsel believe that the Plan is designed, and is currently being operated, in compliance with the applicable requirements of the Code and, therefore, believe that the Plan is qualified, and the related trust is tax-exempt.

Note 3 - Investments

The following is a summary of the Plan's investment in the Company's common stock at December 31, 2024 and 2023.

	2024		2023
Shares of Company common stock			
Number of shares	1,454,243		1,452,950
Cost	\$ 32,236,168	\$	31,133,208
Appraised value	\$ 95,252,916	\$	84,997,575

The following is a summary of participant-directed and nonparticipant-directed investments in company common stock at December 31, 2024 and 2023.

	Number of Shares		Appraised Value
December 31, 2024			
Participant-directed	580,554	\$	38,026,286
Nonparticipant-directed	873,689		57,226,630
	<u>1,454,243</u>	<u>\$</u>	<u>95,252,916</u>
December 31, 2023			
Participant-directed	603,998	\$	35,333,883
Nonparticipant-directed	848,952		49,663,692
	<u>1,452,950</u>	<u>\$</u>	<u>84,997,575</u>

Note 4 - Net Assets of Nonparticipant-directed Investments

	2024		2023
Investments			
Money market mutual fund	\$ 5,083,789	\$	—
Money market account	—		3,152,729
Company common stock	57,226,630		49,663,692
Total investments	<u>62,310,419</u>		<u>52,816,421</u>
Net assets	<u>\$ 62,310,419</u>	<u>\$</u>	<u>52,816,421</u>

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

	2024
Additions to Net Assets	
Employer contributions	\$ 4,397,790
Investment Income	
Dividends on Company common stock	1,624,999
Interest income	154,820
Change in fair value of Company common stock	6,126,576
Interest income on notes receivable from participants	11,419
Total investment income	7,917,814
Total additions	12,315,604
Deductions from Net Assets	
Benefits paid to participants or their beneficiaries	2,728,922
Administrative fees	5,655
	2,734,577
Additions less deductions	9,581,027
Transfers to Participant-directed Investments	(87,029)
Change in net assets	\$ 9,493,998

Note 5 - Contributions

The following is a summary of contributions to the Plan for the years ended December 31, 2024.

	Nonparticipant Directed	Participant Directed	Total
December 31, 2024			
Employer contributions	\$ 4,397,790	\$ —	\$ 4,397,790
Participant salary deferrals	—	5,856,291	5,856,291
Participant rollovers	—	1,198,955	1,198,955
Total participant contributions	—	7,055,246	7,055,246
Total contributions	\$ 4,397,790	\$ 7,055,246	\$ 11,453,036

Note 6 - Parties-in-interest Transactions

Parties-in-interest are defined under DOL regulations as any fiduciary of the Plan, any party rendering service to the Plan, the employer and certain others. Administrative expenses of the Plan have been paid by the Plan Sponsor. The following is a summary of parties-in-interest balances at December 31, 2024 and 2023.

	2024	2023
Company common stock	\$ 95,252,916	\$ 84,997,575
Notes receivable from participants	790,778	800,505
BankPlus Wealth Mgmt Aggressive	11,589,791	9,621,372
BankPlus Wealth Mgmt Cons Growth	5,931,435	5,332,360
BankPlus Wealth Mgmt Conservative	693,265	754,876
BankPlus Wealth Mgmt Growth	13,022,512	11,314,735
BankPlus Wealth Mgmt Mod Growth	7,096,950	6,523,287
BankPlus Money Market #049	—	3,152,729

The plan paid administrative fees to EPIC Retirement Plan Services of \$119,147 during the year ended December 31, 2024. The Plan received dividends on BancPlus Corporation common stock of \$2,727,001 during the year ended December 31, 2024. The Plan Sponsor paid commissions on behalf of the Plan to BankPlus Wealth Management of \$103,399 during the year ended December 31, 2024.

Note 7 - Fair Value of Plan Assets

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 Plan 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 are significant to the fair value of the assets or liabilities

Recurring Measurements

The following table presents the fair value measurements of assets recognized in the accompanying statements of net assets available for benefits 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, 2024 and 2023.

	Fair Value Measurements Using			
	Fair Value	Quoted Prices in Active Markets for Identical Assets (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)
December 31, 2024				
Money market mutual fund	\$ 6,422,614	\$ 6,422,614	\$ —	\$ —
Mutual funds	59,007,276	20,673,323	38,333,953	—
Common collective trusts	3,076,089	—	3,076,089	—
Company common stock	95,252,916	—	—	95,252,916
December 31, 2023				
Money market account	\$ 3,152,729	\$ 3,152,729	\$ —	\$ —
Mutual funds	49,949,614	16,402,984	33,546,630	—
Common collective trusts	4,857,856	—	4,857,856	—
Company common stock	84,997,575	—	—	84,997,575

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 accompanying statements of net assets available for benefits, 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 years ended December 31, 2024 or 2023. The Plan had no assets measured at fair value on a nonrecurring basis. For assets classified within Level 3 of the fair value hierarchy, the process used to develop the reported fair value is described below.

Investments

Where quoted market prices are available in an active market, securities are classified within Level 1 of the valuation hierarchy. Level 1 investments include money market accounts and mutual funds. If quoted market prices are not available, then fair values are estimated by using quoted prices of securities with similar characteristics or independent asset pricing services and pricing models, the inputs of which are market-based or independently sourced market parameters, including, but not limited to, yield curves, interest rates, volatilities, prepayments, defaults, cumulative loss projections and cash flows. Such securities are classified in Level 2 of the valuation hierarchy. In certain cases

where Level 1 or Level 2 inputs are not available, securities are classified within Level 3 of the hierarchy and include Company common stock whose fair value is determined by an independent appraisal. The independent appraiser considers inputs such as general economic outlook, financial institution industry outlook, company history, company financial condition, the book value of company common stock, company earnings and dividend capacity, sales of company stock, and market prices of stock of other financial institutions whose stock is traded in a free and open market.

The independent appraisal uses the income approach and the market approach. The two approaches are then weighted to derive the fair market value. At December 31, 2024 and December 31, 2023, the income approach was determined using the capitalization of earnings method and a capitalization factor of 12.48 and 13.44, respectively. The capitalization factor is considered to be an unobservable input.

Level 3 Reconciliation

The following is a reconciliation of the beginning and ending balances of recurring fair value measurements recognized in the accompanying statements of net assets available for benefits using significant unobservable (Level 3) inputs.

	BancPlus Corporation Common Stock	
	2024	2023
Balance, January 1	\$ 84,997,575	\$ 96,984,413
Purchases	1,364,527	452,597
Distributions	(1,220,359)	(452,597)
Unrealized gain (loss)	10,111,173	(11,986,838)
Balance, December 31	<u>\$ 95,252,916</u>	<u>\$ 84,997,575</u>

Realized and unrealized gains and losses in Company common stock, which are included in net increase in net assets available for benefits for the year ended December 31, 2024, are reported in change in fair value of Company common stock in the statements of changes in net assets available for benefits.

Note 8 - Risks and Uncertainties

The Plan invests in various investment securities. Investment securities are exposed to various risks such as interest rate, market and credit risks. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term, and that such changes could materially affect the participants' account balances and the amounts reported in the statements of net assets available for benefits.

Supplemental Schedules

BancPlus Corporation
Employee Stock Ownership Plan
with 401(k) Provisions
EIN 64-0655312 PN 001
Schedule H, Line 4i – Schedule of Assets (Held at End of Year)
December 31, 2024

(a) party	(b) Identity of issuer, borrower, lessor, or similar	(c) Description of investment including maturity date, rate of interest, collateral, par, or maturity value	(d) Cost	(e) Current Value
	Money Market Mutual Fund			
	Goldman Sachs	Financial Square Government Fund	\$ 6,422,614	\$ 6,422,614
	Mutual Funds			
	American Funds	American Fund TD 2025	N/A	41,477
	American Funds	American Fund TD 2030	N/A	182,277
	American Funds	American Fund TD 2035	N/A	219,189
	American Funds	American Fund TD 2040	N/A	107,615
	American Funds	American Fund TD 2045	N/A	162,381
	American Funds	American Fund TD 2050	N/A	94,072
	American Funds	American Fund TD 2055	N/A	104,456
	American Funds	American Fund TD 2060	N/A	61,932
	American Funds	American Fund TD 2065	N/A	17,336
	*BankPlus Wealth Management	BankPlus Wealth Mgmt Aggressive	N/A	11,589,791
	*BankPlus Wealth Management	BankPlus Wealth Mgmt Conservative	N/A	693,265
	*BankPlus Wealth Management	BankPlus Wealth Mgmt Cons Growth	N/A	5,931,435
	*BankPlus Wealth Management	BankPlus Wealth Mgmt Growth	N/A	13,022,512
	*BankPlus Wealth Management	BankPlus Wealth Mgmt Mod Growth	N/A	7,096,950
	Fidelity	Fidelity 500 Index Fund	N/A	7,325,113
	Goldman Sachs	Goldman Sachs GQG Partners Int'l	N/A	1,161,359
	Invesco	Invesco Qqq Trust	N/A	4,306,267
	Blackrock	Ishares MSCI EAFE Index Fund	N/A	309,935
	JP Morgan	JP Morgan Core Plus	N/A	160,207
	Loomis Sayles	Loomis Sayles Investment Grade Bond Fund	N/A	77,135
	Neuberger Berman	Neuberger Berman Large Cap Value	N/A	916,066
	Pimco	Pimco Income Fund	N/A	487,134
	Vanguard	Vanguard Inflation Protected Securities	N/A	71,034
	Vanguard	Vanguard Mid Cap ETF	N/A	2,217,747
	Vanguard	Vanguard Emerging Markets ETF	N/A	453,327
	Vanguard	Vanguard Small Cap ETF	N/A	1,956,390
	Vanguard	Vanguard Total Bond Market ETF	N/A	225,676
	William Blair	William Blair Small-Mid Cap	N/A	15,198
	Total Mutual Funds			59,007,276
	Common Collective Trust			
	Reliance Trust	Reliance Metlife Stable Value	N/A	3,076,089
	*BancPlus Corporation common stock	1,454,243 shares	32,236,168	95,252,916
	Notes receivable from participants, payable			
	*semimonthly	2025-2030		
		5.25%-10.50%	N/A	790,778

* - Denotes party-in-interest

N/A - Cost information not required for participant-directed investments

BancPlus Corporation
Employee Stock Ownership Plan
with 401(k) Provisions
EIN 64-0655312 PN 001
Schedule H, Line 4j – Schedule of Reportable Transactions
Year Ended December 31, 2024

Identity	Description	Purchase Price	Selling Price	Lease Rental	Expenses Incurred with Transaction	Cost of Asset	Current Value of Asset on Transaction Date	Net Gain or (Loss)
Goldman Sachs	Financial Square Government Fund							
	Purchases*	\$ 12,110,330	\$ —	\$ —	\$ —	\$ 12,110,330	\$ 12,110,330	\$ —
	Sales*	—	5,687,716	—	—	5,687,716	5,687,716	—

* - Denotes series of transactions

SIGNATURE

Pursuant to the requirements of the Securities Exchange Act of 1934, the trustees (or other persons who administer the employee benefit plan) have duly caused this annual report to be signed on its behalf by the undersigned duly authorized.

**BANCPLUS CORPORATION
EMPLOYEE STOCK OWNERSHIP PLAN
(WITH CODE SECTION 401(K) PROVISIONS)**

Date: June 20, 2025

/s/ Lisa McDaniel

Lisa McDaniel

Senior Vice President & Director of Human Resources

EXHIBIT INDEX

Exhibit Number	Description
23.1	<u>Consent of the Independent Registered Public Accounting Firm - Forvis Mazars, LLP</u>

Consent of Independent Registered Public Accounting Firm

We consent to the incorporation by reference in the Registration Statement on Form S-8 (No. 333-239035) of our report dated June 20, 2025, with respect to the statements of net assets available for benefits as of December 31, 2024 and 2023, the statement of changes in net assets available for benefits for the year ended December 31, 2024 and supplemental schedules of BancPlus Employee Stock Ownership Plan with 401(k) Provisions included in this Annual Report on Form 11-K for the year ended December 31, 2024.

/s/ Forvis Mazars, LLP

Jackson, MS
June 20, 2025
