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| <b>Form 5500-SF</b><br><br>Department of the Treasury<br>Internal Revenue Service<br><br>Department of Labor<br>Employee Benefits Security Administration<br><br>Pension Benefit Guaranty Corporation | <b>Short Form Annual Return/Report of Small Employee Benefit Plan</b><br><br>This form is required to be filed under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA), and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code).<br><br><b>▶ Complete all entries in accordance with the instructions to the Form 5500-SF.</b> | OMB Nos. 1210-0110<br>1210-0089<br><br><b>2020</b><br><br><b>This Form is Open to Public Inspection</b> |
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|                                                                                                          |                                                                                                                                                                                                                                                                                           |
|----------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Part I</b>                                                                                            | <b>Annual Report Identification Information</b>                                                                                                                                                                                                                                           |
| For calendar plan year 2020 or fiscal plan year beginning <u>01/01/2020</u> and ending <u>12/31/2020</u> |                                                                                                                                                                                                                                                                                           |
| <b>A</b>                                                                                                 | This return/report is for: <input checked="" type="checkbox"/> a single-employer plan <input type="checkbox"/> a multiple-employer plan (not multiemployer) (Filers checking this box must attach a list of participating employer information in accordance with the form instructions.) |
| <b>B</b>                                                                                                 | This return/report is <input type="checkbox"/> the first return/report <input type="checkbox"/> the final return/report<br><input type="checkbox"/> an amended return/report <input type="checkbox"/> a short plan year return/report (less than 12 months)                               |
| <b>C</b>                                                                                                 | Check box if filing under: <input type="checkbox"/> Form 5558 <input type="checkbox"/> automatic extension <input type="checkbox"/> DFVC program<br><input type="checkbox"/> special extension (enter description)                                                                        |

|                                                                  |                                                                                                                                                                                                                                                                                                                                                       |                                                                                                                                                                                                                                                                                                                                                         |                                                                  |                                                             |                                                             |  |
|------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------|-------------------------------------------------------------|-------------------------------------------------------------|--|
| <b>Part II</b>                                                   | <b>Basic Plan Information</b> —enter all requested information                                                                                                                                                                                                                                                                                        |                                                                                                                                                                                                                                                                                                                                                         |                                                                  |                                                             |                                                             |  |
| <b>1a</b>                                                        | Name of plan<br><u>FRUTAROM USA INC. PENSION PLAN FOR EMPLOYEES WHO ARE MEMBERS OF LOCAL UNION 560</u>                                                                                                                                                                                                                                                | <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 70%;"><b>1b</b> Three-digit plan number (PN) ▶</td> <td><u>001</u></td> </tr> <tr> <td colspan="2"><b>1c</b> Effective date of plan<br/><u>07/01/1964</u></td> </tr> </table>                                                                                 | <b>1b</b> Three-digit plan number (PN) ▶                         | <u>001</u>                                                  | <b>1c</b> Effective date of plan<br><u>07/01/1964</u>       |  |
| <b>1b</b> Three-digit plan number (PN) ▶                         | <u>001</u>                                                                                                                                                                                                                                                                                                                                            |                                                                                                                                                                                                                                                                                                                                                         |                                                                  |                                                             |                                                             |  |
| <b>1c</b> Effective date of plan<br><u>07/01/1964</u>            |                                                                                                                                                                                                                                                                                                                                                       |                                                                                                                                                                                                                                                                                                                                                         |                                                                  |                                                             |                                                             |  |
| <b>2a</b>                                                        | Plan sponsor's name (employer, if for a single-employer plan)<br>Mailing address (include room, apt., suite no. and street, or P.O. Box)<br>City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions)<br><u>FRUTAROM USA INC.</u><br><br><u>9950 COMMERCE PARK DRIVE</u><br><u>CINCINNATI, OH 45246</u> | <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 70%;"><b>2b</b> Employer Identification Number (EIN) <u>22-3060382</u></td> <td><b>2c</b> Sponsor's telephone number<br/><u>513-870-4900</u></td> </tr> <tr> <td colspan="2"><b>2d</b> Business code (see instructions)<br/><u>311900</u></td> </tr> </table> | <b>2b</b> Employer Identification Number (EIN) <u>22-3060382</u> | <b>2c</b> Sponsor's telephone number<br><u>513-870-4900</u> | <b>2d</b> Business code (see instructions)<br><u>311900</u> |  |
| <b>2b</b> Employer Identification Number (EIN) <u>22-3060382</u> | <b>2c</b> Sponsor's telephone number<br><u>513-870-4900</u>                                                                                                                                                                                                                                                                                           |                                                                                                                                                                                                                                                                                                                                                         |                                                                  |                                                             |                                                             |  |
| <b>2d</b> Business code (see instructions)<br><u>311900</u>      |                                                                                                                                                                                                                                                                                                                                                       |                                                                                                                                                                                                                                                                                                                                                         |                                                                  |                                                             |                                                             |  |
| <b>3a</b>                                                        | Plan administrator's name and address <input checked="" type="checkbox"/> Same as Plan Sponsor.                                                                                                                                                                                                                                                       | <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 70%;"><b>3b</b> Administrator's EIN</td> <td><b>3c</b> Administrator's telephone number</td> </tr> </table>                                                                                                                                                   | <b>3b</b> Administrator's EIN                                    | <b>3c</b> Administrator's telephone number                  |                                                             |  |
| <b>3b</b> Administrator's EIN                                    | <b>3c</b> Administrator's telephone number                                                                                                                                                                                                                                                                                                            |                                                                                                                                                                                                                                                                                                                                                         |                                                                  |                                                             |                                                             |  |
| <b>4</b>                                                         | If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report.<br><b>a</b> Sponsor's name<br><b>c</b> Plan Name                                                                         | <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 70%;"><b>4b</b> EIN</td> <td><b>4d</b> PN</td> </tr> </table>                                                                                                                                                                                                 | <b>4b</b> EIN                                                    | <b>4d</b> PN                                                |                                                             |  |
| <b>4b</b> EIN                                                    | <b>4d</b> PN                                                                                                                                                                                                                                                                                                                                          |                                                                                                                                                                                                                                                                                                                                                         |                                                                  |                                                             |                                                             |  |
| <b>5a</b>                                                        | Total number of participants at the beginning of the plan year .....                                                                                                                                                                                                                                                                                  | <b>5a</b> <u>69</u>                                                                                                                                                                                                                                                                                                                                     |                                                                  |                                                             |                                                             |  |
| <b>b</b>                                                         | Total number of participants at the end of the plan year .....                                                                                                                                                                                                                                                                                        | <b>5b</b> <u>66</u>                                                                                                                                                                                                                                                                                                                                     |                                                                  |                                                             |                                                             |  |
| <b>c</b>                                                         | Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item).....                                                                                                                                                                                                                 | <b>5c</b>                                                                                                                                                                                                                                                                                                                                               |                                                                  |                                                             |                                                             |  |
| <b>d(1)</b>                                                      | Total number of active participants at the beginning of the plan year .....                                                                                                                                                                                                                                                                           | <b>5d(1)</b> <u>0</u>                                                                                                                                                                                                                                                                                                                                   |                                                                  |                                                             |                                                             |  |
| <b>d(2)</b>                                                      | Total number of active participants at the end of the plan year .....                                                                                                                                                                                                                                                                                 | <b>5d(2)</b> <u>0</u>                                                                                                                                                                                                                                                                                                                                   |                                                                  |                                                             |                                                             |  |
| <b>e</b>                                                         | Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested .....                                                                                                                                                                                                                     | <b>5e</b> <u>0</u>                                                                                                                                                                                                                                                                                                                                      |                                                                  |                                                             |                                                             |  |

**Caution: A penalty for the late or incomplete filing of this return/report will be assessed unless reasonable cause is established.**

Under penalties of perjury and other penalties set forth in the instructions, I declare that I have examined this return/report, including, if applicable, a Schedule SB or Schedule MB completed and signed by an enrolled actuary, as well as the electronic version of this return/report, and to the best of my knowledge and belief, it is true, correct, and complete.

|                  |                                                   |            |                                                              |
|------------------|---------------------------------------------------|------------|--------------------------------------------------------------|
| <b>SIGN HERE</b> | Filed with authorized/valid electronic signature. | 06/05/2021 | DAVID INSOFT                                                 |
|                  | Signature of plan administrator                   | Date       | Enter name of individual signing as plan administrator       |
| <b>SIGN HERE</b> |                                                   |            |                                                              |
|                  | Signature of employer/plan sponsor                | Date       | Enter name of individual signing as employer or plan sponsor |

- 6a** Were all of the plan's assets during the plan year invested in eligible assets? (See instructions.) ..... ☒ Yes ☐ No
- b** Are you claiming a waiver of the annual examination and report of an independent qualified public accountant (IQPA) under 29 CFR 2520.104-46? (See instructions on waiver eligibility and conditions.) ..... ☒ Yes ☐ No
- If you answered "No" to either line 6a or line 6b, the plan cannot use Form 5500-SF and must instead use Form 5500.**
- c** If the plan is a defined benefit plan, is it covered under the PBGC insurance program (see ERISA section 4021)? ..... ☒ Yes ☐ No ☐ Not determined
- If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year 4289343. (See instructions.)

**Part III Financial Information**

| <b>7</b> Plan Assets and Liabilities                                                                 |              | <b>(a) Beginning of Year</b> | <b>(b) End of Year</b> |
|------------------------------------------------------------------------------------------------------|--------------|------------------------------|------------------------|
| <b>a</b> Total plan assets .....                                                                     | <b>7a</b>    | 2472221                      | 2509397                |
| <b>b</b> Total plan liabilities .....                                                                | <b>7b</b>    | 0                            | 0                      |
| <b>c</b> Net plan assets (subtract line 7b from line 7a) .....                                       | <b>7c</b>    | 2472221                      | 2509397                |
| <b>8</b> Income, Expenses, and Transfers for this Plan Year                                          |              | <b>(a) Amount</b>            | <b>(b) Total</b>       |
| <b>a</b> Contributions received or receivable from:                                                  |              |                              |                        |
| <b>(1)</b> Employers .....                                                                           | <b>8a(1)</b> | 120000                       |                        |
| <b>(2)</b> Participants .....                                                                        | <b>8a(2)</b> | 0                            |                        |
| <b>(3)</b> Others (including rollovers) .....                                                        | <b>8a(3)</b> | 0                            |                        |
| <b>b</b> Other income (loss) .....                                                                   | <b>8b</b>    | 188519                       |                        |
| <b>c</b> Total income (add lines 8a(1), 8a(2), 8a(3), and 8b) .....                                  | <b>8c</b>    |                              | 308519                 |
| <b>d</b> Benefits paid (including direct rollovers and insurance premiums to provide benefits) ..... | <b>8d</b>    | 271343                       |                        |
| <b>e</b> Certain deemed and/or corrective distributions (see instructions) .                         | <b>8e</b>    | 0                            |                        |
| <b>f</b> Administrative service providers (salaries, fees, commissions) .....                        | <b>8f</b>    | 0                            |                        |
| <b>g</b> Other expenses .....                                                                        | <b>8g</b>    | 0                            |                        |
| <b>h</b> Total expenses (add lines 8d, 8e, 8f, and 8g) .....                                         | <b>8h</b>    |                              | 271343                 |
| <b>i</b> Net income (loss) (subtract line 8h from line 8c) .....                                     | <b>8i</b>    |                              | 37176                  |
| <b>j</b> Transfers to (from) the plan (see instructions) .....                                       | <b>8j</b>    | 0                            |                        |

**Part IV Plan Characteristics**

- 9a** If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristic Codes in the instructions:  
1B 1I 3D
- b** If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristic Codes in the instructions:

**Part V Compliance Questions**

| <b>10</b> During the plan year:                                                                                                                                                                                                           |            | <b>Yes</b>                          | <b>No</b>                           | <b>Amount</b> |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------|-------------------------------------|-------------------------------------|---------------|
| <b>a</b> Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? (See instructions and DOL's Voluntary Fiduciary Correction Program) .....                       | <b>10a</b> |                                     | <input checked="" type="checkbox"/> |               |
| <b>b</b> Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 10a.) .....                                                                                                      | <b>10b</b> |                                     | <input checked="" type="checkbox"/> |               |
| <b>c</b> Was the plan covered by a fidelity bond? .....                                                                                                                                                                                   | <b>10c</b> | <input checked="" type="checkbox"/> |                                     | 500000        |
| <b>d</b> Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty? .....                                                                                                   | <b>10d</b> |                                     | <input checked="" type="checkbox"/> |               |
| <b>e</b> Were any fees or commissions paid to any brokers, agents, or other persons by an insurance carrier, insurance service, or other organization that provides some or all of the benefits under the plan? (See instructions.) ..... | <b>10e</b> |                                     | <input checked="" type="checkbox"/> |               |
| <b>f</b> Has the plan failed to provide any benefit when due under the plan? .....                                                                                                                                                        | <b>10f</b> |                                     | <input checked="" type="checkbox"/> |               |
| <b>g</b> Did the plan have any participant loans? (If "Yes," enter amount as of year-end.) .....                                                                                                                                          | <b>10g</b> |                                     | <input checked="" type="checkbox"/> |               |
| <b>h</b> If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.) .....                                                                                                              | <b>10h</b> |                                     |                                     |               |
| <b>i</b> If 10h was answered "Yes," check the box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3 .....                                                       | <b>10i</b> |                                     |                                     |               |

**Part VI Pension Funding Compliance**

**11** Is this a defined benefit plan subject to minimum funding requirements? (If "Yes," see instructions and complete Schedule SB (Form 5500) and lines 11a and b below.) If this is a defined contribution pension plan, leave line 12 below..... ☒ Yes ☐ No

**a** Enter the unpaid minimum required contributions for all years from Schedule SB (Form 5500) line 40..... **11a** 0

**b** **PBGC missed contribution reporting requirements.** If the plan is covered by PBGC and the amount reported on line 11a is greater than \$0, has PBGC been notified as required by ERISA sections 4043(c)(5) and/or 303(k)(4)? Check the applicable box:

- ☐ Yes.
- ☐ No. Reporting was waived under 29 CFR 4043.25(c)(2) because contributions equal to or exceeding the unpaid minimum required contribution were made by the 30th day after the due date.
- ☐ No. The 30-day period referenced in 29 CFR 4043.25(c)(2) has not yet ended, and the sponsor intends to make a contribution equal to or exceeding the unpaid minimum required contribution by the 30th day after the due date.
- ☐ No. Other. Provide explanation \_\_\_\_\_

**12** Is this a defined contribution plan subject to the minimum funding requirements of section 412 of the Code or section 302 of ERISA? ..... ☐ Yes ☐ No  
(If "Yes," complete line 12a or lines 12b, 12c, 12d, and 12e below, as applicable.) If this is a defined benefit pension plan, leave line 12 blank and complete line 11 above.

**a** If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instructions, and enter the date of the letter ruling granting the waiver. .... Month \_\_\_\_\_ Day \_\_\_\_\_ Year \_\_\_\_\_

**If you completed line 12a, complete lines 3, 9, and 10 of Schedule MB (Form 5500), and skip to line 13.**

**b** Enter the minimum required contribution for this plan year ..... **12b**

**c** Enter the amount contributed by the employer to the plan for this plan year ..... **12c**

**d** Subtract the amount in line 12c from the amount in line 12b. Enter the result (enter a minus sign to the left of a negative amount) ..... **12d**

**e** Will the minimum funding amount reported on line 12d be met by the funding deadline?..... ☐ Yes ☐ No ☐ N/A

**Part VII Plan Terminations and Transfers of Assets**

**13a** Has a resolution to terminate the plan been adopted in any plan year? ..... ☐ Yes ☒ No

If "Yes," enter the amount of any plan assets that reverted to the employer this year..... **13a**

**b** Were all the plan assets distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC? ..... ☐ Yes ☒ No

**c** If, during this plan year, any assets or liabilities were transferred from this plan to another plan(s), identify the plan(s) to which assets or liabilities were transferred. (See instructions.)

| <b>13c(1)</b> Name of plan(s): | <b>13c(2)</b> EIN(s) | <b>13c(3)</b> PN(s) |
|--------------------------------|----------------------|---------------------|
|                                |                      |                     |

|                                                                                                                                                                                                                                  |                                                                                                                                                                                                                                                                                                                                   |                                                                                                |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------|
| <div>SCHEDULE SB<br/>(Form 5500)<br/><br/>Department of the Treasury<br/>Internal Revenue Service<br/><br/>Department of Labor<br/>Employee Benefits Security Administration<br/><br/>Pension Benefit Guaranty Corporation</div> | <div>Single-Employer Defined Benefit Plan<br/>Actuarial Information</div> <div>This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code).</div> <div>▶ File as an attachment to Form 5500 or 5500-SF.</div> | <div>OMB No. 1210-0110</div> <div>2020</div> <div>This Form is Open to Public Inspection</div> |
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|                                                                                                                         |            |            |            |
|-------------------------------------------------------------------------------------------------------------------------|------------|------------|------------|
| For calendar plan year 2020 or fiscal plan year beginning                                                               | 01/01/2020 | and ending | 12/31/2020 |
| ▶ Round off amounts to nearest dollar.                                                                                  |            |            |            |
| ▶ Caution: A penalty of \$1,000 will be assessed for late filing of this report unless reasonable cause is established. |            |            |            |

|                                                                                                                                                         |                                         |     |
|---------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------|-----|
| <b>A</b> Name of plan<br>FRUTAROM USA INC. PENSION PLAN FOR EMPLOYEES WHO ARE MEMBERS OF LOCAL UNION 560                                                | <b>B</b> Three-digit plan number (PN) ▶ | 001 |
| <b>C</b> Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF<br>FRUTAROM USA INC.                                                           |                                         |     |
| <b>D</b> Employer Identification Number (EIN)<br>22-3060382                                                                                             |                                         |     |
| <b>E</b> Type of plan: <input checked="" type="checkbox"/> Single <input type="checkbox"/> Multiple-A <input type="checkbox"/> Multiple-B               |                                         |     |
| <b>F</b> Prior year plan size: <input checked="" type="checkbox"/> 100 or fewer <input type="checkbox"/> 101-500 <input type="checkbox"/> More than 500 |                                         |     |

|               |                                                                                                                                                                                                                 |
|---------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Part I</b> | <b>Basic Information</b>                                                                                                                                                                                        |
| <b>1</b>      | Enter the valuation date: Month <u>01</u> Day <u>01</u> Year <u>2020</u>                                                                                                                                        |
| <b>2</b>      | Assets:                                                                                                                                                                                                         |
| <b>a</b>      | Market value ..... <b>2a</b> 2471124                                                                                                                                                                            |
| <b>b</b>      | Actuarial value ..... <b>2b</b> 2471124                                                                                                                                                                         |
| <b>3</b>      | Funding target/participant count breakdown                                                                                                                                                                      |
| <b>a</b>      | For retired participants and beneficiaries receiving payment..... (1) Number of participants 49 (2) Vested Funding Target 2206671 (3) Total Funding Target 2206671                                              |
| <b>b</b>      | For terminated vested participants..... 20 648421 648421                                                                                                                                                        |
| <b>c</b>      | For active participants ..... 0 0 0                                                                                                                                                                             |
| <b>d</b>      | Total..... 69 2855092 2855092                                                                                                                                                                                   |
| <b>4</b>      | If the plan is in at-risk status, check the box and complete lines (a) and (b)..... <input type="checkbox"/>                                                                                                    |
| <b>a</b>      | Funding target disregarding prescribed at-risk assumptions ..... <b>4a</b>                                                                                                                                      |
| <b>b</b>      | Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor..... <b>4b</b> |
| <b>5</b>      | Effective interest rate ..... <b>5</b> 5.18 %                                                                                                                                                                   |
| <b>6</b>      | Target normal cost..... <b>6</b> 0                                                                                                                                                                              |

**Statement by Enrolled Actuary**

To the best of my knowledge, the information supplied in this schedule and accompanying schedules, statements and attachments, if any, is complete and accurate. Each prescribed assumption was applied in accordance with applicable law and regulations. In my opinion, each other assumption is reasonable (taking into account the experience of the plan and reasonable expectations) and such other assumptions, in combination, offer my best estimate of anticipated experience under the plan.

|                                |                               |                                        |
|--------------------------------|-------------------------------|----------------------------------------|
| <b>SIGN HERE</b>               |                               |                                        |
|                                | Signature of actuary          | 06/02/2021                             |
| LARRY N. ROTHWEILER, JR.       |                               | Date                                   |
|                                | Type or print name of actuary | 20-05095                               |
| INTAC ACTUARIAL SERVICES, INC. |                               | Most recent enrollment number          |
|                                | Firm name                     | 201-447-2525                           |
| 50 TICE BLVD., SUITE 151       |                               | Telephone number (including area code) |
| WOODCLIFF LAKE, NJ 07677       |                               |                                        |
|                                | Address of the firm           |                                        |

**Part II Beginning of Year Carryover and Prefunding Balances**

|                                                                                                                                                                      | (a) Carryover balance | (b) Prefunding balance |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------|------------------------|
| <b>7</b> Balance at beginning of prior year after applicable adjustments (line 13 from prior year) .....                                                             | 0                     | 29340                  |
| <b>8</b> Portion elected for use to offset prior year's funding requirement (line 35 from prior year) .....                                                          | 0                     | 14473                  |
| <b>9</b> Amount remaining (line 7 minus line 8) .....                                                                                                                | 0                     | 14867                  |
| <b>10</b> Interest on line 9 using prior year's actual return of <u>19.54</u> % .....                                                                                | 0                     | 2905                   |
| <b>11</b> Prior year's excess contributions to be added to prefunding balance:                                                                                       |                       |                        |
| <b>a</b> Present value of excess contributions (line 38a from prior year) .....                                                                                      |                       | 0                      |
| <b>b(1)</b> Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of <u>5.33</u> % ..... |                       | 0                      |
| <b>b(2)</b> Interest on line 38b from prior year Schedule SB, using prior year's actual return .....                                                                 |                       |                        |
| <b>c</b> Total available at beginning of current plan year to add to prefunding balance .....                                                                        |                       | 0                      |
| <b>d</b> Portion of (c) to be added to prefunding balance .....                                                                                                      |                       | 0                      |
| <b>12</b> Other reductions in balances due to elections or deemed elections .....                                                                                    | 0                     | 0                      |
| <b>13</b> Balance at beginning of current year (line 9 + line 10 + line 11d – line 12) .....                                                                         | 0                     | 17772                  |

**Part III Funding Percentages**

|                                                                                                                                                                            |           |         |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|---------|
| <b>14</b> Funding target attainment percentage .....                                                                                                                       | <b>14</b> | 85.92 % |
| <b>15</b> Adjusted funding target attainment percentage .....                                                                                                              | <b>15</b> | 85.92 % |
| <b>16</b> Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to reduce current year's funding requirement ..... | <b>16</b> | 75.73 % |
| <b>17</b> If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage .....                                        | <b>17</b> | %       |

**Part IV Contributions and Liquidity Shortfalls****18** Contributions made to the plan for the plan year by employer(s) and employees:

| (a) Date<br>(MM-DD-YYYY) | (b) Amount paid by<br>employer(s) | (c) Amount paid by<br>employees | (a) Date<br>(MM-DD-YYYY) | (b) Amount paid by<br>employer(s) | (c) Amount paid by<br>employees |
|--------------------------|-----------------------------------|---------------------------------|--------------------------|-----------------------------------|---------------------------------|
| 02/05/2021               | 120000                            | 0                               |                          |                                   |                                 |
|                          |                                   |                                 |                          |                                   |                                 |
|                          |                                   |                                 |                          |                                   |                                 |
|                          |                                   |                                 |                          |                                   |                                 |
|                          |                                   |                                 |                          |                                   |                                 |
|                          |                                   |                                 |                          |                                   |                                 |
|                          |                                   |                                 |                          |                                   |                                 |
| <b>Totals ▶</b>          |                                   |                                 | <b>18(b)</b>             | 120000                            | <b>18(c)</b> 0                  |

**19** Discounted employer contributions – see instructions for small plan with a valuation date after the beginning of the year:

|                                                                                                                         |            |        |
|-------------------------------------------------------------------------------------------------------------------------|------------|--------|
| <b>a</b> Contributions allocated toward unpaid minimum required contributions from prior years .....                    | <b>19a</b> | 0      |
| <b>b</b> Contributions made to avoid restrictions adjusted to valuation date .....                                      | <b>19b</b> | 0      |
| <b>c</b> Contributions allocated toward minimum required contribution for current year adjusted to valuation date ..... | <b>19c</b> | 113228 |

**20** Quarterly contributions and liquidity shortfalls:

- a** Did the plan have a "funding shortfall" for the prior year? ☒ Yes ☐ No
- b** If line 20a is "Yes," were required quarterly installments for the current year made in a timely manner? ☐ Yes ☒ No
- c** If line 20a is "Yes," see instructions and complete the following table as applicable:

| Liquidity shortfall as of end of quarter of this plan year |         |         |         |
|------------------------------------------------------------|---------|---------|---------|
| (1) 1st                                                    | (2) 2nd | (3) 3rd | (4) 4th |
|                                                            |         |         |         |

**Part V Assumptions Used to Determine Funding Target and Target Normal Cost****21** Discount rate:**a** Segment rates:1st segment:  
3.64 %2nd segment:  
5.21 %3rd segment:  
5.94 %☐ N/A, full yield curve used**b** Applicable month (enter code) .....**21b**

0

**22** Weighted average retirement age .....**22**

60

**23** Mortality table(s) (see instructions) .....☒

Prescribed - combined

☐

Prescribed - separate

☐

Substitute

**Part VI Miscellaneous Items****24** Has a change been made in the non-prescribed actuarial assumptions for the current plan year? If "Yes," see instructions regarding required attachment. .... ☐ Yes ☒ No**25** Has a method change been made for the current plan year? If "Yes," see instructions regarding required attachment. .... ☐ Yes ☒ No**26** Is the plan required to provide a Schedule of Active Participants? If "Yes," see instructions regarding required attachment. .... ☒ Yes ☐ No**27** If the plan is subject to alternative funding rules, enter applicable code and see instructions regarding attachment. ....**27****Part VII Reconciliation of Unpaid Minimum Required Contributions For Prior Years****28** Unpaid minimum required contributions for all prior years ..... **28** 0**29** Discounted employer contributions allocated toward unpaid minimum required contributions from prior years (line 19a) ..... **29** 0**30** Remaining amount of unpaid minimum required contributions (line 28 minus line 29) ..... **30** 0**Part VIII Minimum Required Contribution For Current Year****31** Target normal cost and excess assets (see instructions):**a** Target normal cost (line 6) ..... **31a** 0**b** Excess assets, if applicable, but not greater than line 31a ..... **31b** 0**32** Amortization installments:**a** Net shortfall amortization installment ..... Outstanding Balance 401740 Installment 103567**b** Waiver amortization installment ..... 0 0**33** If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month \_\_\_\_\_ Day \_\_\_\_\_ Year \_\_\_\_\_) and the waived amount ..... **33****34** Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33) ..... **34** 103567**35** Balances elected for use to offset funding requirement ..... Carryover balance 0 Prefunding balance 0 Total balance 0**36** Additional cash requirement (line 34 minus line 35) ..... **36** 103567**37** Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c) ..... **37** 113228**38** Present value of excess contributions for current year (see instructions)**a** Total (excess, if any, of line 37 over line 36) ..... **38a** 9661**b** Portion included in line 38a attributable to use of prefunding and funding standard carryover balances ..... **38b****39** Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37) ..... **39** 0**40** Unpaid minimum required contributions for all years ..... **40** 0**Part IX Pension Funding Relief Under Pension Relief Act of 2010 (See Instructions)****41** If an election was made to use PRA 2010 funding relief for this plan:**a** Schedule elected ..... ☐ 2 plus 7 years ☐ 15 years**b** Eligible plan year(s) for which the election in line 41a was made ..... ☐ 2008 ☐ 2009 ☐ 2010 ☐ 2011

**Frutarom USA Inc. Pension Plan for Local 560**

Shortfall Amortization

Plan Year: 1/1/2020 to 12/31/2020

Valuation Date: 1/1/2020

If the plan has a funded status below 100%, the plan may require additional payments in the form of shortfall amortization payments. A plan's amortization payments are calculated to pay down the plan's underfunding over a seven year period (unless a plan sponsor has elected to use allowable relief, in which case the payment period will be longer).

| <u>Valuation Date</u> | <u>Amortization Method</u> | <u>Number of Future Installments</u> | <u>Installment</u> | <u>Value of Future Installments</u> |
|-----------------------|----------------------------|--------------------------------------|--------------------|-------------------------------------|
| 01/01/2014            | 7-year                     | 1                                    | \$8,401            | \$8,401                             |
| 01/01/2015            | 7-year                     | 2                                    | \$4,306            | \$8,461                             |
| 01/01/2016            | 7-year                     | 3                                    | \$7,257            | \$21,015                            |
| 01/01/2017            | 7-year                     | 4                                    | \$35,677           | \$135,365                           |
| 01/01/2018            | 7-year                     | 5                                    | \$18,072           | \$84,233                            |
| 01/01/2019            | 7-year                     | 6                                    | \$54,322           | \$295,329                           |
| 01/01/2020            | 7-year                     | 7                                    | <u>\$(24,468)</u>  | <u>\$(151,064)</u>                  |
| Total                 |                            |                                      | \$103,567          | \$401,740                           |

Shortfall Amortization Charge (sum of installments, no less than zero): \$103,567

**Frutarom USA Inc. Pension Plan for Local 560**

Summary of Actuarial Assumptions and Method

Plan Year: 1/1/2020 to 12/31/2020

Valuation Date: 1/1/2020

|                                    | For Funding                                                                                                      |            |            |                                                                                                                                                                                                                                                                                         |                             |                                                                                                                  |
|------------------------------------|------------------------------------------------------------------------------------------------------------------|------------|------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------|------------------------------------------------------------------------------------------------------------------|
|                                    |                                                                                                                  | <u>Min</u> | <u>Max</u> | <u>For 417(e)</u>                                                                                                                                                                                                                                                                       | <u>For Actuarial Equiv.</u> |                                                                                                                  |
| Interest Rates                     | Seg 1:                                                                                                           | 3.64%      | 2.77%      | Seg 1:                                                                                                                                                                                                                                                                                  | 2.01%                       | Pre-Retirement: 8.00%                                                                                            |
|                                    | Seg 2:                                                                                                           | 5.21%      | 3.83%      | Seg 2:                                                                                                                                                                                                                                                                                  | 3.06%                       | Post-Retirement: 8.00%                                                                                           |
|                                    | Seg 3:                                                                                                           | 5.94%      | 4.28%      | Seg 3:                                                                                                                                                                                                                                                                                  | 3.65%                       |                                                                                                                  |
| Applicable Date                    | 01/2020                                                                                                          | 01/2020    |            | 10/2019                                                                                                                                                                                                                                                                                 |                             |                                                                                                                  |
| Pre-Retirement                     |                                                                                                                  |            |            |                                                                                                                                                                                                                                                                                         |                             |                                                                                                                  |
| Turnover                           | T-5 LESS GA51M<br>WITHDRAWAL RATES                                                                               |            |            | None                                                                                                                                                                                                                                                                                    |                             | None                                                                                                             |
| Mortality                          | None                                                                                                             |            |            | None                                                                                                                                                                                                                                                                                    |                             | None                                                                                                             |
| Assumed Ret Age                    | Normal retirement age 60 and<br>5 years of participation                                                         |            |            | Normal retirement age 60 and<br>5 years of participation                                                                                                                                                                                                                                |                             | Normal retirement age 60 and<br>5 years of participation                                                         |
| Post-Retirement                    |                                                                                                                  |            |            |                                                                                                                                                                                                                                                                                         |                             |                                                                                                                  |
| Mortality                          | Male-2020 Static Table -<br>Combined Male Female-2020<br>Static Table - Combined<br>Female                       |            |            | 2020 Applicable Mortality<br>Table from Notice 2019-26                                                                                                                                                                                                                                  |                             | UP-84 UNADJUSTED                                                                                                 |
| Assumed Benefit Form For Funding   |                                                                                                                  |            |            | Normal Form                                                                                                                                                                                                                                                                             |                             |                                                                                                                  |
| Assumed Spouse's Age               | Spouse assumed to be the<br>same age as participant                                                              |            |            |                                                                                                                                                                                                                                                                                         |                             | Spouse assumed to be the<br>same age as participant                                                              |
|                                    | Participant is assumed to be<br>married to current spouse at<br>retirement if spouse's date of<br>birth is known |            |            |                                                                                                                                                                                                                                                                                         |                             | Participant is assumed to be<br>married to current spouse at<br>retirement if spouse's date of<br>birth is known |
| Calculated Effective Interest Rate |                                                                                                                  |            |            | 5.18%                                                                                                                                                                                                                                                                                   |                             |                                                                                                                  |
| Actuarial Cost Method              |                                                                                                                  |            |            | The Unit Credit funding method was used as<br>prescribed by the Pension Protection Act. This<br>method sets the funding target equal to the present<br>value of accrued benefits, and sets the normal cost<br>equal to the present value of the benefit accrued in<br>the current year. |                             |                                                                                                                  |

An actuarial value of assets is used for funding purposes. This year the actuarial value of assets is 100.0% of the market value of assets.

**Frutarom USA Inc. Pension Plan for Local 560**

Summary of Plan Provisions  
Plan Year: 1/1/2020 to 12/31/2020  
Valuation Date: 1/1/2020

**Plan Effective Date** July 1, 1964

**Plan Year** From January 1, 2020 to December 31, 2020

**Eligibility** All employees not excluded by class are eligible to enter on the January 1 or July 1 coincident with or following the completion of the following requirements:

1 year of service  
Minimum age 21

**Normal Retirement Age** All participants are eligible to retire with their full retirement benefit on the later of the following:

Attainment of age 60  
Completion of 5 years of participation from entry date

**Normal Retirement Benefit** Upon normal retirement each participant will be entitled to a benefit payable in the normal form equal to the following:

The accrued benefit as of October 31, 2000.

The maximum monthly benefit is the lesser of \$16,712 and 100% of the highest 3-year average salary, subject to service requirements.

The benefit is based on average salary during the highest 3 consecutive years of service from date of hire.

**Normal Form of Benefit** A benefit payable for the life of the participant and payments guaranteed for 10 years

**Accrued Benefit** The normal retirement benefit described above calculated based on salary and/or service on the calculation date, and payable on the normal retirement date.

Credited years are plan years from date of hire excluding the following:

Years after October 31, 2000  
Years with less than 1,000 hours

**Termination Benefit** Upon termination for any reason other than death or retirement a participant shall be entitled to a portion of the actuarial equivalent of his accrued benefit in accordance with the following vesting schedule:

| <u>Credited Years</u> | <u>Vested Percent</u> |
|-----------------------|-----------------------|
| 1                     | 0                     |
| 2                     | 20                    |
| 3                     | 40                    |
| 4                     | 60                    |
| 5                     | 80                    |
| 6                     | 100                   |

**Frutarom USA Inc. Pension Plan for Local 560**

Summary of Plan Provisions  
Plan Year: 1/1/2020 to 12/31/2020  
Valuation Date: 1/1/2020

Credited years are plan years from date of hire excluding the following:

Years with less than 1,000 hours

**Top-Heavy Minimum Benefit**

Each participant will be entitled to a minimum accrued benefit equal to the following:

2% of average compensation times credited years

Credited years are plan years from date of hire excluding the following:

Years with less than 1,000 hours

Years plan is not top-heavy

with a maximum of 10 years

Benefit is based on average salary during the highest 5 consecutive years of employment

**Top-Heavy Normal Form**

A benefit payable for the life of the participant

**Top-Heavy Status**

A plan is top-heavy if over 60% of the value of all accrued benefits in all of the employer's plans are for the benefit of key employees. A key employee is generally an officer or owner of the company. This plan is currently not top-heavy.

**Death Benefit**

Survivor portion of a qualified joint and 50% survivor annuity payable to the surviving spouse.

**Frutarom USA Inc. Pension Plan for Local 560**

Schedule of Active Participant Data

Plan Year: 1/1/2020 to 12/31/2020

Valuation Date: 1/1/2020

| Svc/<br>Age | <1 | 1-4 | 5-9 | 10-14 | 15-19 | 20-24 | 25-29 | 30-34 | 35-39 | 40+ | Total |
|-------------|----|-----|-----|-------|-------|-------|-------|-------|-------|-----|-------|
| <25         | 0  | 0   | 0   | 0     | 0     | 0     | 0     | 0     | 0     | 0   | 0     |
| 25-29       | 0  | 0   | 0   | 0     | 0     | 0     | 0     | 0     | 0     | 0   | 0     |
| 30-34       | 0  | 0   | 0   | 0     | 0     | 0     | 0     | 0     | 0     | 0   | 0     |
| 35-39       | 0  | 0   | 0   | 0     | 0     | 0     | 0     | 0     | 0     | 0   | 0     |
| 40-44       | 0  | 0   | 0   | 0     | 0     | 0     | 0     | 0     | 0     | 0   | 0     |
| 45-49       | 0  | 0   | 0   | 0     | 0     | 0     | 0     | 0     | 0     | 0   | 0     |
| 50-54       | 0  | 0   | 0   | 0     | 0     | 0     | 0     | 0     | 0     | 0   | 0     |
| 55-59       | 0  | 0   | 0   | 0     | 0     | 0     | 0     | 0     | 0     | 0   | 0     |
| 60-64       | 0  | 0   | 0   | 0     | 0     | 0     | 0     | 0     | 0     | 0   | 0     |
| 65-69       | 0  | 0   | 0   | 0     | 0     | 0     | 0     | 0     | 0     | 0   | 0     |
| 70+         | 0  | 0   | 0   | 0     | 0     | 0     | 0     | 0     | 0     | 0   | 0     |
| Total       | 0  | 0   | 0   | 0     | 0     | 0     | 0     | 0     | 0     | 0   | 0     |

\* Employees who have not met the minimum eligibility requirements are excluded

Average Age: 0.0

Average Service: 0

**Schedule SB, line 22 – Description of  
Weighted Average Retirement Age**

***FRUTAROM USA INC. PENSION PLAN FOR EMPLOYEES WHO  
ARE MEMBERS OF LOCAL UNION 560***  
**Plan Year Ending 12/31/2020**

**EIN: 22-3060382  
PN: 001**

**Note to line 22: All participants are assumed to retire at their Normal Retirement Age. Post – NRA  
active participants are assumed to retire immediately.**

**Frutarom USA Inc. Pension Plan for Local 560**

Shortfall Amortization

Plan Year: 1/1/2020 to 12/31/2020

Valuation Date: 1/1/2020

If the plan has a funded status below 100%, the plan may require additional payments in the form of shortfall amortization payments. A plan's amortization payments are calculated to pay down the plan's underfunding over a seven year period (unless a plan sponsor has elected to use allowable relief, in which case the payment period will be longer).

| <u>Valuation Date</u> | <u>Amortization Method</u> | <u>Number of Future Installments</u> | <u>Installment</u> | <u>Value of Future Installments</u> |
|-----------------------|----------------------------|--------------------------------------|--------------------|-------------------------------------|
| 01/01/2014            | 7-year                     | 1                                    | \$8,401            | \$8,401                             |
| 01/01/2015            | 7-year                     | 2                                    | \$4,306            | \$8,461                             |
| 01/01/2016            | 7-year                     | 3                                    | \$7,257            | \$21,015                            |
| 01/01/2017            | 7-year                     | 4                                    | \$35,677           | \$135,365                           |
| 01/01/2018            | 7-year                     | 5                                    | \$18,072           | \$84,233                            |
| 01/01/2019            | 7-year                     | 6                                    | \$54,322           | \$295,329                           |
| 01/01/2020            | 7-year                     | 7                                    | <u>\$(24,468)</u>  | <u>\$(151,064)</u>                  |
| Total                 |                            |                                      | \$103,567          | \$401,740                           |

Shortfall Amortization Charge (sum of installments, no less than zero): \$103,567

**Frutarom USA Inc. Pension Plan for Local 560**

Summary of Actuarial Assumptions and Method

Plan Year: 1/1/2020 to 12/31/2020

Valuation Date: 1/1/2020

|                                    | For Funding                                                                                                      |            |            |                                                                                                                                                                                                                                                                                         |                             |                                                                                                                  |
|------------------------------------|------------------------------------------------------------------------------------------------------------------|------------|------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------|------------------------------------------------------------------------------------------------------------------|
|                                    |                                                                                                                  | <u>Min</u> | <u>Max</u> | <u>For 417(e)</u>                                                                                                                                                                                                                                                                       | <u>For Actuarial Equiv.</u> |                                                                                                                  |
| Interest Rates                     | Seg 1:                                                                                                           | 3.64%      | 2.77%      | Seg 1:                                                                                                                                                                                                                                                                                  | 2.01%                       | Pre-Retirement: 8.00%                                                                                            |
|                                    | Seg 2:                                                                                                           | 5.21%      | 3.83%      | Seg 2:                                                                                                                                                                                                                                                                                  | 3.06%                       | Post-Retirement: 8.00%                                                                                           |
|                                    | Seg 3:                                                                                                           | 5.94%      | 4.28%      | Seg 3:                                                                                                                                                                                                                                                                                  | 3.65%                       |                                                                                                                  |
| Applicable Date                    | 01/2020                                                                                                          | 01/2020    |            | 10/2019                                                                                                                                                                                                                                                                                 |                             |                                                                                                                  |
| Pre-Retirement                     |                                                                                                                  |            |            |                                                                                                                                                                                                                                                                                         |                             |                                                                                                                  |
| Turnover                           | T-5 LESS GA51M<br>WITHDRAWAL RATES                                                                               |            |            | None                                                                                                                                                                                                                                                                                    |                             | None                                                                                                             |
| Mortality                          | None                                                                                                             |            |            | None                                                                                                                                                                                                                                                                                    |                             | None                                                                                                             |
| Assumed Ret Age                    | Normal retirement age 60 and<br>5 years of participation                                                         |            |            | Normal retirement age 60 and<br>5 years of participation                                                                                                                                                                                                                                |                             | Normal retirement age 60 and<br>5 years of participation                                                         |
| Post-Retirement                    |                                                                                                                  |            |            |                                                                                                                                                                                                                                                                                         |                             |                                                                                                                  |
| Mortality                          | Male-2020 Static Table -<br>Combined Male Female-2020<br>Static Table - Combined<br>Female                       |            |            | 2020 Applicable Mortality<br>Table from Notice 2019-26                                                                                                                                                                                                                                  |                             | UP-84 UNADJUSTED                                                                                                 |
| Assumed Benefit Form For Funding   |                                                                                                                  |            |            | Normal Form                                                                                                                                                                                                                                                                             |                             |                                                                                                                  |
| Assumed Spouse's Age               | Spouse assumed to be the<br>same age as participant                                                              |            |            |                                                                                                                                                                                                                                                                                         |                             | Spouse assumed to be the<br>same age as participant                                                              |
|                                    | Participant is assumed to be<br>married to current spouse at<br>retirement if spouse's date of<br>birth is known |            |            |                                                                                                                                                                                                                                                                                         |                             | Participant is assumed to be<br>married to current spouse at<br>retirement if spouse's date of<br>birth is known |
| Calculated Effective Interest Rate |                                                                                                                  |            |            | 5.18%                                                                                                                                                                                                                                                                                   |                             |                                                                                                                  |
| Actuarial Cost Method              |                                                                                                                  |            |            | The Unit Credit funding method was used as<br>prescribed by the Pension Protection Act. This<br>method sets the funding target equal to the present<br>value of accrued benefits, and sets the normal cost<br>equal to the present value of the benefit accrued in<br>the current year. |                             |                                                                                                                  |

An actuarial value of assets is used for funding purposes. This year the actuarial value of assets is 100.0% of the market value of assets.

**Frutarom USA Inc. Pension Plan for Local 560**

Summary of Plan Provisions  
Plan Year: 1/1/2020 to 12/31/2020  
Valuation Date: 1/1/2020

**Plan Effective Date** July 1, 1964

**Plan Year** From January 1, 2020 to December 31, 2020

**Eligibility** All employees not excluded by class are eligible to enter on the January 1 or July 1 coincident with or following the completion of the following requirements:

1 year of service  
Minimum age 21

**Normal Retirement Age** All participants are eligible to retire with their full retirement benefit on the later of the following:

Attainment of age 60  
Completion of 5 years of participation from entry date

**Normal Retirement Benefit** Upon normal retirement each participant will be entitled to a benefit payable in the normal form equal to the following:

The accrued benefit as of October 31, 2000.

The maximum monthly benefit is the lesser of \$16,712 and 100% of the highest 3-year average salary, subject to service requirements.

The benefit is based on average salary during the highest 3 consecutive years of service from date of hire.

**Normal Form of Benefit** A benefit payable for the life of the participant and payments guaranteed for 10 years

**Accrued Benefit** The normal retirement benefit described above calculated based on salary and/or service on the calculation date, and payable on the normal retirement date.

Credited years are plan years from date of hire excluding the following:

Years after October 31, 2000  
Years with less than 1,000 hours

**Termination Benefit** Upon termination for any reason other than death or retirement a participant shall be entitled to a portion of the actuarial equivalent of his accrued benefit in accordance with the following vesting schedule:

| <u>Credited Years</u> | <u>Vested Percent</u> |
|-----------------------|-----------------------|
| 1                     | 0                     |
| 2                     | 20                    |
| 3                     | 40                    |
| 4                     | 60                    |
| 5                     | 80                    |
| 6                     | 100                   |

**Frutarom USA Inc. Pension Plan for Local 560**

Summary of Plan Provisions  
Plan Year: 1/1/2020 to 12/31/2020  
Valuation Date: 1/1/2020

Credited years are plan years from date of hire excluding the following:

Years with less than 1,000 hours

**Top-Heavy Minimum Benefit**

Each participant will be entitled to a minimum accrued benefit equal to the following:

2% of average compensation times credited years

Credited years are plan years from date of hire excluding the following:

Years with less than 1,000 hours  
Years plan is not top-heavy

with a maximum of 10 years

Benefit is based on average salary during the highest 5 consecutive years of employment

**Top-Heavy Normal Form**

A benefit payable for the life of the participant

**Top-Heavy Status**

A plan is top-heavy if over 60% of the value of all accrued benefits in all of the employer's plans are for the benefit of key employees. A key employee is generally an officer or owner of the company. This plan is currently not top-heavy.

**Death Benefit**

Survivor portion of a qualified joint and 50% survivor annuity payable to the surviving spouse.

**Frutarom USA Inc. Pension Plan for Local 560**

Schedule of Active Participant Data

Plan Year: 1/1/2020 to 12/31/2020

Valuation Date: 1/1/2020

| Svc/<br>Age | <1 | 1-4 | 5-9 | 10-14 | 15-19 | 20-24 | 25-29 | 30-34 | 35-39 | 40+ | Total |
|-------------|----|-----|-----|-------|-------|-------|-------|-------|-------|-----|-------|
| <25         | 0  | 0   | 0   | 0     | 0     | 0     | 0     | 0     | 0     | 0   | 0     |
| 25-29       | 0  | 0   | 0   | 0     | 0     | 0     | 0     | 0     | 0     | 0   | 0     |
| 30-34       | 0  | 0   | 0   | 0     | 0     | 0     | 0     | 0     | 0     | 0   | 0     |
| 35-39       | 0  | 0   | 0   | 0     | 0     | 0     | 0     | 0     | 0     | 0   | 0     |
| 40-44       | 0  | 0   | 0   | 0     | 0     | 0     | 0     | 0     | 0     | 0   | 0     |
| 45-49       | 0  | 0   | 0   | 0     | 0     | 0     | 0     | 0     | 0     | 0   | 0     |
| 50-54       | 0  | 0   | 0   | 0     | 0     | 0     | 0     | 0     | 0     | 0   | 0     |
| 55-59       | 0  | 0   | 0   | 0     | 0     | 0     | 0     | 0     | 0     | 0   | 0     |
| 60-64       | 0  | 0   | 0   | 0     | 0     | 0     | 0     | 0     | 0     | 0   | 0     |
| 65-69       | 0  | 0   | 0   | 0     | 0     | 0     | 0     | 0     | 0     | 0   | 0     |
| 70+         | 0  | 0   | 0   | 0     | 0     | 0     | 0     | 0     | 0     | 0   | 0     |
| Total       | 0  | 0   | 0   | 0     | 0     | 0     | 0     | 0     | 0     | 0   | 0     |

\* Employees who have not met the minimum eligibility requirements are excluded

Average Age: 0.0

Average Service: 0

**Schedule SB, line 22 – Description of  
Weighted Average Retirement Age**

***FRUTAROM USA INC. PENSION PLAN FOR EMPLOYEES WHO  
ARE MEMBERS OF LOCAL UNION 560***  
**Plan Year Ending 12/31/2020**

**EIN: 22-3060382  
PN: 001**

**Note to line 22: All participants are assumed to retire at their Normal Retirement Age. Post – NRA  
active participants are assumed to retire immediately.**

|                                                                                                                                                                                                                            |                                                                                                                                                                                                                                                                                                                                    |                                                                                           |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------|
| <b>SCHEDULE SB</b><br><b>(Form 5500)</b><br><br>Department of the Treasury<br>Internal Revenue Service<br><br>Department of Labor<br>Employee Benefits Security Administration<br><br>Pension Benefit Guaranty Corporation | <b>Single-Employer Defined Benefit Plan</b><br><b>Actuarial Information</b><br><br>This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code).<br><br>▶ <b>File as an attachment to Form 5500 or 5500-SF.</b> | OMB No. 1210-0110<br><br><b>2020</b><br><br><b>This Form is Open to Public Inspection</b> |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------|

For calendar plan year 2020 or fiscal plan year beginning 01/01/2020 and ending 12/31/2020

▶ **Round off amounts to nearest dollar.**

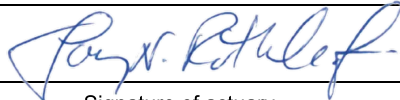
▶ **Caution:** A penalty of \$1,000 will be assessed for late filing of this report unless reasonable cause is established.

|                                                                                                                                           |                                                                                                                                                         |
|-------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>A</b> Name of plan<br>Frutarom USA Inc. Pension Plan for Employees who are Members of Local Union 560                                  | <b>B</b> Three-digit plan number (PN) ▶<br>001                                                                                                          |
| <b>C</b> Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF<br>Frutarom USA Inc.                                             | <b>D</b> Employer Identification Number (EIN)<br>22-3060382                                                                                             |
| <b>E</b> Type of plan: <input checked="" type="checkbox"/> Single <input type="checkbox"/> Multiple-A <input type="checkbox"/> Multiple-B | <b>F</b> Prior year plan size: <input checked="" type="checkbox"/> 100 or fewer <input type="checkbox"/> 101-500 <input type="checkbox"/> More than 500 |

|                                                                                                                                                                                                                |                                                                                                  |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------|
| <b>Part I</b>                                                                                                                                                                                                  | <b>Basic Information</b>                                                                         |
| <b>1</b> Enter the valuation date: Month <u>01</u> Day <u>01</u> Year <u>2020</u>                                                                                                                              |                                                                                                  |
| <b>2</b> Assets:                                                                                                                                                                                               |                                                                                                  |
| <b>a</b> Market value .....                                                                                                                                                                                    | <b>2a</b> 2471124                                                                                |
| <b>b</b> Actuarial value .....                                                                                                                                                                                 | <b>2b</b> 2471124                                                                                |
| <b>3</b> Funding target/participant count breakdown                                                                                                                                                            |                                                                                                  |
| <b>a</b> For retired participants and beneficiaries receiving payment.....                                                                                                                                     | (1) Number of participants 49 (2) Vested Funding Target 2206671 (3) Total Funding Target 2206671 |
| <b>b</b> For terminated vested participants.....                                                                                                                                                               | 20 648421 648421                                                                                 |
| <b>c</b> For active participants .....                                                                                                                                                                         | 0 0 0                                                                                            |
| <b>d</b> Total.....                                                                                                                                                                                            | 69 2855092 2855092                                                                               |
| <b>4</b> If the plan is in at-risk status, check the box and complete lines (a) and (b)..... <input type="checkbox"/>                                                                                          |                                                                                                  |
| <b>a</b> Funding target disregarding prescribed at-risk assumptions .....                                                                                                                                      | <b>4a</b>                                                                                        |
| <b>b</b> Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor..... | <b>4b</b>                                                                                        |
| <b>5</b> Effective interest rate .....                                                                                                                                                                         | <b>5</b> 5.18%                                                                                   |
| <b>6</b> Target normal cost.....                                                                                                                                                                               | <b>6</b> 0                                                                                       |

**Statement by Enrolled Actuary**

To the best of my knowledge, the information supplied in this schedule and accompanying schedules, statements and attachments, if any, is complete and accurate. Each prescribed assumption was applied in accordance with applicable law and regulations. In my opinion, each other assumption is reasonable (taking into account the experience of the plan and reasonable expectations) and such other assumptions, in combination, offer my best estimate of anticipated experience under the plan.

|                  |                                                                                                                                         |                                                 |
|------------------|-----------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------|
| <b>SIGN HERE</b> | <br>Signature of actuary<br>Larry N. Rothweiler, Jr. | 06/02/2021<br>Date<br>20-05095                  |
|                  | Type or print name of actuary<br>Intac Actuarial Services, Inc.                                                                         | Most recent enrollment number<br>(201) 447-2525 |
|                  | Firm name<br>50 Tice Blvd., Suite 151<br><br>Woodcliff Lake, NJ 07677<br>Address of the firm                                            | Telephone number (including area code)          |

If the actuary has not fully reflected any regulation or ruling promulgated under the statute in completing this schedule, check the box and see instructions ☐

**For Paperwork Reduction Act Notice, see the Instructions for Form 5500 or 5500-SF.**

**Schedule SB (Form 5500) 2020**  
**v. 200204**

**Part II Beginning of Year Carryover and Prefunding Balances**

|                                                                                                                                                                      | (a) Carryover balance | (b) Prefunding balance |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------|------------------------|
| <b>7</b> Balance at beginning of prior year after applicable adjustments (line 13 from prior year) .....                                                             | 0                     | 29340                  |
| <b>8</b> Portion elected for use to offset prior year's funding requirement (line 35 from prior year) .....                                                          | 0                     | 14473                  |
| <b>9</b> Amount remaining (line 7 minus line 8) .....                                                                                                                | 0                     | 14867                  |
| <b>10</b> Interest on line 9 using prior year's actual return of <u>19.54</u> % .....                                                                                | 0                     | 2905                   |
| <b>11</b> Prior year's excess contributions to be added to prefunding balance:                                                                                       |                       |                        |
| <b>a</b> Present value of excess contributions (line 38a from prior year) .....                                                                                      |                       | 0                      |
| <b>b(1)</b> Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of <u>5.33</u> % ..... |                       | 0                      |
| <b>b(2)</b> Interest on line 38b from prior year Schedule SB, using prior year's actual return .....                                                                 |                       |                        |
| <b>c</b> Total available at beginning of current plan year to add to prefunding balance .....                                                                        |                       | 0                      |
| <b>d</b> Portion of (c) to be added to prefunding balance .....                                                                                                      |                       | 0                      |
| <b>12</b> Other reductions in balances due to elections or deemed elections .....                                                                                    | 0                     | 0                      |
| <b>13</b> Balance at beginning of current year (line 9 + line 10 + line 11d – line 12) .....                                                                         | 0                     | 17772                  |

**Part III Funding Percentages**

|                                                                                                                                                                            |           |         |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|---------|
| <b>14</b> Funding target attainment percentage .....                                                                                                                       | <b>14</b> | 85.92 % |
| <b>15</b> Adjusted funding target attainment percentage .....                                                                                                              | <b>15</b> | 85.92 % |
| <b>16</b> Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to reduce current year's funding requirement ..... | <b>16</b> | 75.73 % |
| <b>17</b> If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage .....                                        | <b>17</b> | %       |

**Part IV Contributions and Liquidity Shortfalls****18** Contributions made to the plan for the plan year by employer(s) and employees:

| (a) Date<br>(MM-DD-YYYY) | (b) Amount paid by<br>employer(s) | (c) Amount paid by<br>employees | (a) Date<br>(MM-DD-YYYY) | (b) Amount paid by<br>employer(s) | (c) Amount paid by<br>employees |
|--------------------------|-----------------------------------|---------------------------------|--------------------------|-----------------------------------|---------------------------------|
| 02-05-2021               | 120000                            | 0                               |                          |                                   |                                 |
|                          |                                   |                                 |                          |                                   |                                 |
|                          |                                   |                                 |                          |                                   |                                 |
|                          |                                   |                                 |                          |                                   |                                 |
|                          |                                   |                                 |                          |                                   |                                 |
|                          |                                   |                                 |                          |                                   |                                 |
|                          |                                   |                                 |                          |                                   |                                 |
| <b>Totals ▶</b>          |                                   |                                 | <b>18(b)</b>             | 120000                            | <b>18(c)</b> 0                  |

**19** Discounted employer contributions – see instructions for small plan with a valuation date after the beginning of the year:

|                                                                                                                         |            |        |
|-------------------------------------------------------------------------------------------------------------------------|------------|--------|
| <b>a</b> Contributions allocated toward unpaid minimum required contributions from prior years .....                    | <b>19a</b> | 0      |
| <b>b</b> Contributions made to avoid restrictions adjusted to valuation date .....                                      | <b>19b</b> | 0      |
| <b>c</b> Contributions allocated toward minimum required contribution for current year adjusted to valuation date ..... | <b>19c</b> | 113228 |

**20** Quarterly contributions and liquidity shortfalls:

**a** Did the plan have a "funding shortfall" for the prior year? ..... ☒ Yes ☐ No

**b** If line 20a is "Yes," were required quarterly installments for the current year made in a timely manner?..... ☐ Yes ☒ No

**c** If line 20a is "Yes," see instructions and complete the following table as applicable:

| Liquidity shortfall as of end of quarter of this plan year |         |         |         |
|------------------------------------------------------------|---------|---------|---------|
| (1) 1st                                                    | (2) 2nd | (3) 3rd | (4) 4th |
|                                                            |         |         |         |

|               |                                                                            |
|---------------|----------------------------------------------------------------------------|
| <b>Part V</b> | <b>Assumptions Used to Determine Funding Target and Target Normal Cost</b> |
|---------------|----------------------------------------------------------------------------|

|                                                 |                                                                                                                                              |                        |                                                                            |
|-------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------|------------------------|----------------------------------------------------------------------------|
| <b>21</b> Discount rate:                        |                                                                                                                                              |                        |                                                                            |
| <b>a</b> Segment rates:                         | 1st segment:<br>3.64 %                                                                                                                       | 2nd segment:<br>5.21 % | 3rd segment:<br>5.94 % <input type="checkbox"/> N/A, full yield curve used |
| <b>b</b> Applicable month (enter code) .....    |                                                                                                                                              |                        | <b>21b</b> 0                                                               |
| <b>22</b> Weighted average retirement age ..... |                                                                                                                                              |                        | <b>22</b> 60                                                               |
| <b>23</b> Mortality table(s) (see instructions) | <input checked="" type="checkbox"/> Prescribed - combined <input type="checkbox"/> Prescribed - separate <input type="checkbox"/> Substitute |                        |                                                                            |

|                |                            |
|----------------|----------------------------|
| <b>Part VI</b> | <b>Miscellaneous Items</b> |
|----------------|----------------------------|

|                                                                                                                                                                       |                                                                     |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------|
| <b>24</b> Has a change been made in the non-prescribed actuarial assumptions for the current plan year? If "Yes," see instructions regarding required attachment..... | <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No |
| <b>25</b> Has a method change been made for the current plan year? If "Yes," see instructions regarding required attachment.....                                      | <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No |
| <b>26</b> Is the plan required to provide a Schedule of Active Participants? If "Yes," see instructions regarding required attachment.....                            | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No |
| <b>27</b> If the plan is subject to alternative funding rules, enter applicable code and see instructions regarding attachment.....                                   | <b>27</b>                                                           |

|                 |                                                                                |
|-----------------|--------------------------------------------------------------------------------|
| <b>Part VII</b> | <b>Reconciliation of Unpaid Minimum Required Contributions For Prior Years</b> |
|-----------------|--------------------------------------------------------------------------------|

|                                                                                                                                     |             |
|-------------------------------------------------------------------------------------------------------------------------------------|-------------|
| <b>28</b> Unpaid minimum required contributions for all prior years .....                                                           | <b>28</b> 0 |
| <b>29</b> Discounted employer contributions allocated toward unpaid minimum required contributions from prior years (line 19a)..... | <b>29</b> 0 |
| <b>30</b> Remaining amount of unpaid minimum required contributions (line 28 minus line 29) .....                                   | <b>30</b> 0 |

|                  |                                                       |
|------------------|-------------------------------------------------------|
| <b>Part VIII</b> | <b>Minimum Required Contribution For Current Year</b> |
|------------------|-------------------------------------------------------|

|                                                                                                                                                                                      |                     |                    |               |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------|--------------------|---------------|
| <b>31</b> Target normal cost and excess assets (see instructions):                                                                                                                   |                     |                    |               |
| <b>a</b> Target normal cost (line 6).....                                                                                                                                            | <b>31a</b>          |                    | 0             |
| <b>b</b> Excess assets, if applicable, but not greater than line 31a .....                                                                                                           | <b>31b</b>          |                    | 0             |
| <b>32</b> Amortization installments:                                                                                                                                                 | Outstanding Balance |                    | Installment   |
| <b>a</b> Net shortfall amortization installment .....                                                                                                                                | 401740              |                    | 103567        |
| <b>b</b> Waiver amortization installment .....                                                                                                                                       | 0                   |                    | 0             |
| <b>33</b> If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____) and the waived amount ..... | <b>33</b>           |                    |               |
| <b>34</b> Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33).....                                                          | <b>34</b>           | 103567             |               |
|                                                                                                                                                                                      | Carryover balance   | Prefunding balance | Total balance |
| <b>35</b> Balances elected for use to offset funding requirement .....                                                                                                               | 0                   | 0                  | 0             |
| <b>36</b> Additional cash requirement (line 34 minus line 35) .....                                                                                                                  | <b>36</b>           | 103567             |               |
| <b>37</b> Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c) .....                                                  | <b>37</b>           | 113228             |               |
| <b>38</b> Present value of excess contributions for current year (see instructions)                                                                                                  |                     |                    |               |
| <b>a</b> Total (excess, if any, of line 37 over line 36) .....                                                                                                                       | <b>38a</b>          | 9661               |               |
| <b>b</b> Portion included in line 38a attributable to use of prefunding and funding standard carryover balances .....                                                                | <b>38b</b>          |                    |               |
| <b>39</b> Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37) .....                                                                      | <b>39</b>           | 0                  |               |
| <b>40</b> Unpaid minimum required contributions for all years .....                                                                                                                  | <b>40</b>           | 0                  |               |

|                |                                                                                   |
|----------------|-----------------------------------------------------------------------------------|
| <b>Part IX</b> | <b>Pension Funding Relief Under Pension Relief Act of 2010 (See Instructions)</b> |
|----------------|-----------------------------------------------------------------------------------|

|                                                                                  |                                                                                                                         |
|----------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------|
| <b>41</b> If an election was made to use PRA 2010 funding relief for this plan:  |                                                                                                                         |
| <b>a</b> Schedule elected .....                                                  | <input type="checkbox"/> 2 plus 7 years <input type="checkbox"/> 15 years                                               |
| <b>b</b> Eligible plan year(s) for which the election in line 41a was made ..... | <input type="checkbox"/> 2008 <input type="checkbox"/> 2009 <input type="checkbox"/> 2010 <input type="checkbox"/> 2011 |

**Frutarom USA Inc. Pension Plan for Local 560**  
**Employer ID# 22-3060382: Plan No. 001**  
Quarterly Installment Payment: \$23,303.00

**Schedule SB, line 19 - Discounted Employer Contributions**

Plan Year: 1/1/2020 to 12/31/2020  
Valuation Date: 1/1/2020

| <u>Date</u>    | <u>Amount</u>     | <u>Year</u> | <u>Rate</u> | <u>Period</u>            | <u>Adj Ctb</u>    |
|----------------|-------------------|-------------|-------------|--------------------------|-------------------|
| 02-05-2021     | 69,909.00         | 2020        | 10.18%      | 02-05-2021 to 01-04-2021 |                   |
|                |                   |             | 5.18%       | 01-04-2021 to 01-01-2020 | 65,887.23         |
|                | 23,303.00         | 2020        | 10.18%      | 02-05-2021 to 01-15-2021 |                   |
|                |                   |             | 5.18%       | 01-15-2021 to 01-01-2020 | 21,992.60         |
|                | 26,788.00         | 2020        | 5.18%       | 02-05-2021 to 01-01-2020 | 25,347.99         |
| <b>Totals:</b> | <b>120,000.00</b> |             |             |                          | <b>113,227.82</b> |

- 19** Discounted employer contributions -- see instructions for small plan with a valuation date after the beginning of the year
- |          |                                                                                                           |            |            |
|----------|-----------------------------------------------------------------------------------------------------------|------------|------------|
| <b>a</b> | Contributions allocated toward unpaid minimum required contribution from prior years                      | <b>19a</b> | 0.00       |
| <b>b</b> | Contributions made to avoid benefit restrictions adjusted to valuation date                               | <b>19b</b> | 0.00       |
| <b>c</b> | Contributions allocated toward minimum required contribution for current year, adjusted to valuation date | <b>19c</b> | 113,227.82 |

**Frutarom USA Inc. Pension Plan for Local 560**

Shortfall Amortization

Plan Year: 1/1/2020 to 12/31/2020

Valuation Date: 1/1/2020

If the plan has a funded status below 100%, the plan may require additional payments in the form of shortfall amortization payments. A plan's amortization payments are calculated to pay down the plan's underfunding over a seven year period (unless a plan sponsor has elected to use allowable relief, in which case the payment period will be longer).

| <u>Valuation Date</u> | <u>Amortization Method</u> | <u>Number of Future Installments</u> | <u>Installment</u> | <u>Value of Future Installments</u> |
|-----------------------|----------------------------|--------------------------------------|--------------------|-------------------------------------|
| 01/01/2014            | 7-year                     | 1                                    | \$8,401            | \$8,401                             |
| 01/01/2015            | 7-year                     | 2                                    | \$4,306            | \$8,461                             |
| 01/01/2016            | 7-year                     | 3                                    | \$7,257            | \$21,015                            |
| 01/01/2017            | 7-year                     | 4                                    | \$35,677           | \$135,365                           |
| 01/01/2018            | 7-year                     | 5                                    | \$18,072           | \$84,233                            |
| 01/01/2019            | 7-year                     | 6                                    | \$54,322           | \$295,329                           |
| 01/01/2020            | 7-year                     | 7                                    | <u>\$(24,468)</u>  | <u>\$(151,064)</u>                  |
| Total                 |                            |                                      | \$103,567          | \$401,740                           |

Shortfall Amortization Charge (sum of installments, no less than zero): \$103,567

**Frutarom USA Inc. Pension Plan for Local 560**

Summary of Actuarial Assumptions and Method

Plan Year: 1/1/2020 to 12/31/2020

Valuation Date: 1/1/2020

|                                           | <b>For Funding</b>                                                                                               |                   |                   |                                                                                                                                                                                                                                                                                         |                                    |                                                                                                                  |
|-------------------------------------------|------------------------------------------------------------------------------------------------------------------|-------------------|-------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------|------------------------------------------------------------------------------------------------------------------|
|                                           |                                                                                                                  | <b><u>Min</u></b> | <b><u>Max</u></b> | <b><u>For 417(e)</u></b>                                                                                                                                                                                                                                                                | <b><u>For Actuarial Equiv.</u></b> |                                                                                                                  |
| <b>Interest Rates</b>                     | Seg 1:                                                                                                           | 3.64%             | 2.77%             | Seg 1:                                                                                                                                                                                                                                                                                  | 2.01%                              | Pre-Retirement: 8.00%                                                                                            |
|                                           | Seg 2:                                                                                                           | 5.21%             | 3.83%             | Seg 2:                                                                                                                                                                                                                                                                                  | 3.06%                              | Post-Retirement: 8.00%                                                                                           |
|                                           | Seg 3:                                                                                                           | 5.94%             | 4.28%             | Seg 3:                                                                                                                                                                                                                                                                                  | 3.65%                              |                                                                                                                  |
| <b>Applicable Date</b>                    | 01/2020                                                                                                          | 01/2020           |                   | 10/2019                                                                                                                                                                                                                                                                                 |                                    |                                                                                                                  |
| <b>Pre-Retirement</b>                     |                                                                                                                  |                   |                   |                                                                                                                                                                                                                                                                                         |                                    |                                                                                                                  |
| <b>Turnover</b>                           | T-5 LESS GA51M<br>WITHDRAWAL RATES                                                                               |                   |                   | None                                                                                                                                                                                                                                                                                    |                                    | None                                                                                                             |
| <b>Mortality</b>                          | None                                                                                                             |                   |                   | None                                                                                                                                                                                                                                                                                    |                                    | None                                                                                                             |
| <b>Assumed Ret Age</b>                    | Normal retirement age 60 and<br>5 years of participation                                                         |                   |                   | Normal retirement age 60 and<br>5 years of participation                                                                                                                                                                                                                                |                                    | Normal retirement age 60 and<br>5 years of participation                                                         |
| <b>Post-Retirement</b>                    |                                                                                                                  |                   |                   |                                                                                                                                                                                                                                                                                         |                                    |                                                                                                                  |
| <b>Mortality</b>                          | Male-2020 Static Table -<br>Combined Male Female-2020<br>Static Table - Combined<br>Female                       |                   |                   | 2020 Applicable Mortality<br>Table from Notice 2019-26                                                                                                                                                                                                                                  |                                    | UP-84 UNADJUSTED                                                                                                 |
| <b>Assumed Benefit Form For Funding</b>   |                                                                                                                  |                   |                   | Normal Form                                                                                                                                                                                                                                                                             |                                    |                                                                                                                  |
| <b>Assumed Spouse's Age</b>               | Spouse assumed to be the<br>same age as participant                                                              |                   |                   |                                                                                                                                                                                                                                                                                         |                                    | Spouse assumed to be the<br>same age as participant                                                              |
|                                           | Participant is assumed to be<br>married to current spouse at<br>retirement if spouse's date of<br>birth is known |                   |                   |                                                                                                                                                                                                                                                                                         |                                    | Participant is assumed to be<br>married to current spouse at<br>retirement if spouse's date of<br>birth is known |
| <b>Calculated Effective Interest Rate</b> |                                                                                                                  |                   |                   | 5.18%                                                                                                                                                                                                                                                                                   |                                    |                                                                                                                  |
| <b>Actuarial Cost Method</b>              |                                                                                                                  |                   |                   | The Unit Credit funding method was used as<br>prescribed by the Pension Protection Act. This<br>method sets the funding target equal to the present<br>value of accrued benefits, and sets the normal cost<br>equal to the present value of the benefit accrued in<br>the current year. |                                    |                                                                                                                  |

An actuarial value of assets is used for funding purposes. This year the actuarial value of assets is 100.0% of the market value of assets.

**Frutarom USA Inc. Pension Plan for Local 560**

Summary of Plan Provisions  
Plan Year: 1/1/2020 to 12/31/2020  
Valuation Date: 1/1/2020

**Plan Effective Date** July 1, 1964

**Plan Year** From January 1, 2020 to December 31, 2020

**Eligibility** All employees not excluded by class are eligible to enter on the January 1 or July 1 coincident with or following the completion of the following requirements:

1 year of service  
Minimum age 21

**Normal Retirement Age** All participants are eligible to retire with their full retirement benefit on the later of the following:

Attainment of age 60  
Completion of 5 years of participation from entry date

**Normal Retirement Benefit** Upon normal retirement each participant will be entitled to a benefit payable in the normal form equal to the following:

The accrued benefit as of October 31, 2000.

The maximum monthly benefit is the lesser of \$16,712 and 100% of the highest 3-year average salary, subject to service requirements.

The benefit is based on average salary during the highest 3 consecutive years of service from date of hire.

**Normal Form of Benefit** A benefit payable for the life of the participant and payments guaranteed for 10 years

**Accrued Benefit** The normal retirement benefit described above calculated based on salary and/or service on the calculation date, and payable on the normal retirement date.

Credited years are plan years from date of hire excluding the following:

Years after October 31, 2000  
Years with less than 1,000 hours

**Termination Benefit** Upon termination for any reason other than death or retirement a participant shall be entitled to a portion of the actuarial equivalent of his accrued benefit in accordance with the following vesting schedule:

| <u>Credited Years</u> | <u>Vested Percent</u> |
|-----------------------|-----------------------|
| 1                     | 0                     |
| 2                     | 20                    |
| 3                     | 40                    |
| 4                     | 60                    |
| 5                     | 80                    |
| 6                     | 100                   |

**Frutarom USA Inc. Pension Plan for Local 560**

Summary of Plan Provisions  
Plan Year: 1/1/2020 to 12/31/2020  
Valuation Date: 1/1/2020

Credited years are plan years from date of hire excluding the following:

Years with less than 1,000 hours

**Top-Heavy Minimum Benefit**

Each participant will be entitled to a minimum accrued benefit equal to the following:

2% of average compensation times credited years

Credited years are plan years from date of hire excluding the following:

Years with less than 1,000 hours

Years plan is not top-heavy

with a maximum of 10 years

Benefit is based on average salary during the highest 5 consecutive years of employment

**Top-Heavy Normal Form**

A benefit payable for the life of the participant

**Top-Heavy Status**

A plan is top-heavy if over 60% of the value of all accrued benefits in all of the employer's plans are for the benefit of key employees. A key employee is generally an officer or owner of the company. This plan is currently not top-heavy.

**Death Benefit**

Survivor portion of a qualified joint and 50% survivor annuity payable to the surviving spouse.

**Frutarom USA Inc. Pension Plan for Local 560**

Schedule of Active Participant Data

Plan Year: 1/1/2020 to 12/31/2020

Valuation Date: 1/1/2020

| Svc/<br>Age | <1 | 1-4 | 5-9 | 10-14 | 15-19 | 20-24 | 25-29 | 30-34 | 35-39 | 40+ | Total |
|-------------|----|-----|-----|-------|-------|-------|-------|-------|-------|-----|-------|
| <25         | 0  | 0   | 0   | 0     | 0     | 0     | 0     | 0     | 0     | 0   | 0     |
| 25-29       | 0  | 0   | 0   | 0     | 0     | 0     | 0     | 0     | 0     | 0   | 0     |
| 30-34       | 0  | 0   | 0   | 0     | 0     | 0     | 0     | 0     | 0     | 0   | 0     |
| 35-39       | 0  | 0   | 0   | 0     | 0     | 0     | 0     | 0     | 0     | 0   | 0     |
| 40-44       | 0  | 0   | 0   | 0     | 0     | 0     | 0     | 0     | 0     | 0   | 0     |
| 45-49       | 0  | 0   | 0   | 0     | 0     | 0     | 0     | 0     | 0     | 0   | 0     |
| 50-54       | 0  | 0   | 0   | 0     | 0     | 0     | 0     | 0     | 0     | 0   | 0     |
| 55-59       | 0  | 0   | 0   | 0     | 0     | 0     | 0     | 0     | 0     | 0   | 0     |
| 60-64       | 0  | 0   | 0   | 0     | 0     | 0     | 0     | 0     | 0     | 0   | 0     |
| 65-69       | 0  | 0   | 0   | 0     | 0     | 0     | 0     | 0     | 0     | 0   | 0     |
| 70+         | 0  | 0   | 0   | 0     | 0     | 0     | 0     | 0     | 0     | 0   | 0     |
| Total       | 0  | 0   | 0   | 0     | 0     | 0     | 0     | 0     | 0     | 0   | 0     |

\* Employees who have not met the minimum eligibility requirements are excluded

Average Age: 0.0

Average Service: 0

**Schedule SB, line 22 – Description of  
Weighted Average Retirement Age**

***FRUTAROM USA INC. PENSION PLAN FOR EMPLOYEES WHO  
ARE MEMBERS OF LOCAL UNION 560***  
**Plan Year Ending 12/31/2020**

**EIN: 22-3060382  
PN: 001**

**Note to line 22: All participants are assumed to retire at their Normal Retirement Age. Post – NRA  
active participants are assumed to retire immediately.**

**Frutarom USA Inc. Pension Plan for Local 560**

Shortfall Amortization

Plan Year: 1/1/2020 to 12/31/2020

Valuation Date: 1/1/2020

If the plan has a funded status below 100%, the plan may require additional payments in the form of shortfall amortization payments. A plan's amortization payments are calculated to pay down the plan's underfunding over a seven year period (unless a plan sponsor has elected to use allowable relief, in which case the payment period will be longer).

| <u>Valuation Date</u> | <u>Amortization Method</u> | <u>Number of Future Installments</u> | <u>Installment</u> | <u>Value of Future Installments</u> |
|-----------------------|----------------------------|--------------------------------------|--------------------|-------------------------------------|
| 01/01/2014            | 7-year                     | 1                                    | \$8,401            | \$8,401                             |
| 01/01/2015            | 7-year                     | 2                                    | \$4,306            | \$8,461                             |
| 01/01/2016            | 7-year                     | 3                                    | \$7,257            | \$21,015                            |
| 01/01/2017            | 7-year                     | 4                                    | \$35,677           | \$135,365                           |
| 01/01/2018            | 7-year                     | 5                                    | \$18,072           | \$84,233                            |
| 01/01/2019            | 7-year                     | 6                                    | \$54,322           | \$295,329                           |
| 01/01/2020            | 7-year                     | 7                                    | <u>\$(24,468)</u>  | <u>\$(151,064)</u>                  |
| Total                 |                            |                                      | \$103,567          | \$401,740                           |

Shortfall Amortization Charge (sum of installments, no less than zero): \$103,567

**Frutarom USA Inc. Pension Plan for Local 560**

Summary of Actuarial Assumptions and Method

Plan Year: 1/1/2020 to 12/31/2020

Valuation Date: 1/1/2020

|                                    | For Funding                                                                                                      |            |            |                                                                                                                                                                                                                                                                                         |                             |                                                                                                                  |
|------------------------------------|------------------------------------------------------------------------------------------------------------------|------------|------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------|------------------------------------------------------------------------------------------------------------------|
|                                    |                                                                                                                  | <u>Min</u> | <u>Max</u> | <u>For 417(e)</u>                                                                                                                                                                                                                                                                       | <u>For Actuarial Equiv.</u> |                                                                                                                  |
| Interest Rates                     | Seg 1:                                                                                                           | 3.64%      | 2.77%      | Seg 1:                                                                                                                                                                                                                                                                                  | 2.01%                       | Pre-Retirement: 8.00%                                                                                            |
|                                    | Seg 2:                                                                                                           | 5.21%      | 3.83%      | Seg 2:                                                                                                                                                                                                                                                                                  | 3.06%                       | Post-Retirement: 8.00%                                                                                           |
|                                    | Seg 3:                                                                                                           | 5.94%      | 4.28%      | Seg 3:                                                                                                                                                                                                                                                                                  | 3.65%                       |                                                                                                                  |
| Applicable Date                    | 01/2020                                                                                                          | 01/2020    |            | 10/2019                                                                                                                                                                                                                                                                                 |                             |                                                                                                                  |
| Pre-Retirement                     |                                                                                                                  |            |            |                                                                                                                                                                                                                                                                                         |                             |                                                                                                                  |
| Turnover                           | T-5 LESS GA51M<br>WITHDRAWAL RATES                                                                               |            |            | None                                                                                                                                                                                                                                                                                    |                             | None                                                                                                             |
| Mortality                          | None                                                                                                             |            |            | None                                                                                                                                                                                                                                                                                    |                             | None                                                                                                             |
| Assumed Ret Age                    | Normal retirement age 60 and<br>5 years of participation                                                         |            |            | Normal retirement age 60 and<br>5 years of participation                                                                                                                                                                                                                                |                             | Normal retirement age 60 and<br>5 years of participation                                                         |
| Post-Retirement                    |                                                                                                                  |            |            |                                                                                                                                                                                                                                                                                         |                             |                                                                                                                  |
| Mortality                          | Male-2020 Static Table -<br>Combined Male Female-2020<br>Static Table - Combined<br>Female                       |            |            | 2020 Applicable Mortality<br>Table from Notice 2019-26                                                                                                                                                                                                                                  |                             | UP-84 UNADJUSTED                                                                                                 |
| Assumed Benefit Form For Funding   |                                                                                                                  |            |            | Normal Form                                                                                                                                                                                                                                                                             |                             |                                                                                                                  |
| Assumed Spouse's Age               | Spouse assumed to be the<br>same age as participant                                                              |            |            |                                                                                                                                                                                                                                                                                         |                             | Spouse assumed to be the<br>same age as participant                                                              |
|                                    | Participant is assumed to be<br>married to current spouse at<br>retirement if spouse's date of<br>birth is known |            |            |                                                                                                                                                                                                                                                                                         |                             | Participant is assumed to be<br>married to current spouse at<br>retirement if spouse's date of<br>birth is known |
| Calculated Effective Interest Rate |                                                                                                                  |            |            | 5.18%                                                                                                                                                                                                                                                                                   |                             |                                                                                                                  |
| Actuarial Cost Method              |                                                                                                                  |            |            | The Unit Credit funding method was used as<br>prescribed by the Pension Protection Act. This<br>method sets the funding target equal to the present<br>value of accrued benefits, and sets the normal cost<br>equal to the present value of the benefit accrued in<br>the current year. |                             |                                                                                                                  |

An actuarial value of assets is used for funding purposes. This year the actuarial value of assets is 100.0% of the market value of assets.

**Frutarom USA Inc. Pension Plan for Local 560**

Summary of Plan Provisions  
Plan Year: 1/1/2020 to 12/31/2020  
Valuation Date: 1/1/2020

|                                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
|----------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Plan Effective Date</b>       | July 1, 1964                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| <b>Plan Year</b>                 | From January 1, 2020 to December 31, 2020                                                                                                                                                                                                                                                                                                                                                                                                          |
| <b>Eligibility</b>               | <p>All employees not excluded by class are eligible to enter on the January 1 or July 1 coincident with or following the completion of the following requirements:</p> <p>1 year of service<br/>Minimum age 21</p>                                                                                                                                                                                                                                 |
| <b>Normal Retirement Age</b>     | <p>All participants are eligible to retire with their full retirement benefit on the later of the following:</p> <p>Attainment of age 60<br/>Completion of 5 years of participation from entry date</p>                                                                                                                                                                                                                                            |
| <b>Normal Retirement Benefit</b> | <p>Upon normal retirement each participant will be entitled to a benefit payable in the normal form equal to the following:</p> <p>The accrued benefit as of October 31, 2000.</p> <p>The maximum monthly benefit is the lesser of \$16,712 and 100% of the highest 3-year average salary, subject to service requirements.</p> <p>The benefit is based on average salary during the highest 3 consecutive years of service from date of hire.</p> |
| <b>Normal Form of Benefit</b>    | A benefit payable for the life of the participant and payments guaranteed for 10 years                                                                                                                                                                                                                                                                                                                                                             |
| <b>Accrued Benefit</b>           | <p>The normal retirement benefit described above calculated based on salary and/or service on the calculation date, and payable on the normal retirement date.</p> <p>Credited years are plan years from date of hire excluding the following:</p> <p>Years after October 31, 2000<br/>Years with less than 1,000 hours</p>                                                                                                                        |
| <b>Termination Benefit</b>       | Upon termination for any reason other than death or retirement a participant shall be entitled to a portion of the actuarial equivalent of his accrued benefit in accordance with the following vesting schedule:                                                                                                                                                                                                                                  |

| <u>Credited Years</u> | <u>Vested Percent</u> |
|-----------------------|-----------------------|
| 1                     | 0                     |
| 2                     | 20                    |
| 3                     | 40                    |
| 4                     | 60                    |
| 5                     | 80                    |
| 6                     | 100                   |

**Frutarom USA Inc. Pension Plan for Local 560**

Summary of Plan Provisions  
Plan Year: 1/1/2020 to 12/31/2020  
Valuation Date: 1/1/2020

Credited years are plan years from date of hire excluding the following:

Years with less than 1,000 hours

**Top-Heavy Minimum Benefit**

Each participant will be entitled to a minimum accrued benefit equal to the following:

2% of average compensation times credited years

Credited years are plan years from date of hire excluding the following:

Years with less than 1,000 hours  
Years plan is not top-heavy

with a maximum of 10 years

Benefit is based on average salary during the highest 5 consecutive years of employment

**Top-Heavy Normal Form**

A benefit payable for the life of the participant

**Top-Heavy Status**

A plan is top-heavy if over 60% of the value of all accrued benefits in all of the employer's plans are for the benefit of key employees. A key employee is generally an officer or owner of the company. This plan is currently not top-heavy.

**Death Benefit**

Survivor portion of a qualified joint and 50% survivor annuity payable to the surviving spouse.

**Frutarom USA Inc. Pension Plan for Local 560**

Schedule of Active Participant Data

Plan Year: 1/1/2020 to 12/31/2020

Valuation Date: 1/1/2020

| Svc/<br>Age | <1 | 1-4 | 5-9 | 10-14 | 15-19 | 20-24 | 25-29 | 30-34 | 35-39 | 40+ | Total |
|-------------|----|-----|-----|-------|-------|-------|-------|-------|-------|-----|-------|
| <25         | 0  | 0   | 0   | 0     | 0     | 0     | 0     | 0     | 0     | 0   | 0     |
| 25-29       | 0  | 0   | 0   | 0     | 0     | 0     | 0     | 0     | 0     | 0   | 0     |
| 30-34       | 0  | 0   | 0   | 0     | 0     | 0     | 0     | 0     | 0     | 0   | 0     |
| 35-39       | 0  | 0   | 0   | 0     | 0     | 0     | 0     | 0     | 0     | 0   | 0     |
| 40-44       | 0  | 0   | 0   | 0     | 0     | 0     | 0     | 0     | 0     | 0   | 0     |
| 45-49       | 0  | 0   | 0   | 0     | 0     | 0     | 0     | 0     | 0     | 0   | 0     |
| 50-54       | 0  | 0   | 0   | 0     | 0     | 0     | 0     | 0     | 0     | 0   | 0     |
| 55-59       | 0  | 0   | 0   | 0     | 0     | 0     | 0     | 0     | 0     | 0   | 0     |
| 60-64       | 0  | 0   | 0   | 0     | 0     | 0     | 0     | 0     | 0     | 0   | 0     |
| 65-69       | 0  | 0   | 0   | 0     | 0     | 0     | 0     | 0     | 0     | 0   | 0     |
| 70+         | 0  | 0   | 0   | 0     | 0     | 0     | 0     | 0     | 0     | 0   | 0     |
| Total       | 0  | 0   | 0   | 0     | 0     | 0     | 0     | 0     | 0     | 0   | 0     |

\* Employees who have not met the minimum eligibility requirements are excluded

Average Age: 0.0

Average Service: 0

**Schedule SB, line 22 – Description of  
Weighted Average Retirement Age**

***FRUTAROM USA INC. PENSION PLAN FOR EMPLOYEES WHO  
ARE MEMBERS OF LOCAL UNION 560***  
**Plan Year Ending 12/31/2020**

**EIN: 22-3060382  
PN: 001**

**Note to line 22: All participants are assumed to retire at their Normal Retirement Age. Post – NRA  
active participants are assumed to retire immediately.**