

Form 5500 Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Annual Return/Report of Employee Benefit Plan This form is required to be filed for employee benefit plans 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). ▶ Complete all entries in accordance with the instructions to the Form 5500.	OMB Nos. 1210-0110 1210-0089 2021 This Form is Open to Public Inspection
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Part I	Annual Report Identification Information
For calendar plan year 2021 or fiscal plan year beginning <u>01/01/2021</u> and ending <u>12/31/2021</u>	

A This return/report is for: ☐ a multiemployer plan ☐ a multiple-employer plan (Filers checking this box must attach a list of participating employer information in accordance with the form instructions.)

☒ a single-employer plan ☐ a DFE (specify) _____

B This return/report is: ☐ the first return/report ☐ the final return/report

☐ an amended return/report ☐ a short plan year return/report (less than 12 months)

C If the plan is a collectively-bargained plan, check here. ▶ ☐

D Check box if filing under: ☒ Form 5558 ☐ automatic extension ☐ the DFVC program

☐ special extension (enter description) _____

E If this is a retroactively adopted plan permitted by SECURE Act section 201, check here. ▶ ☐

Part II	Basic Plan Information —enter all requested information	
1a Name of plan <u>DUKE MANUFACTURING COMPANY RETIREMENT PLAN</u>	1b Three-digit plan number (PN) ▶	<u>002</u>
2a Plan sponsor's name (employer, if for a single-employer plan) Mailing address (include room, apt., suite no. and street, or P.O. Box) City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions) <u>DUKE MANUFACTURING COMPANY</u> <u>2305 NORTH BROADWAY</u> <u>ST. LOUIS, MO 63102</u>	1c Effective date of plan <u>01/01/1994</u>	2b Employer Identification Number (EIN) <u>43-1548196</u>
	2c Plan Sponsor's telephone number <u>314-231-1130</u>	2d Business code (see instructions) <u>332900</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 accompanying schedules, statements and attachments, 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.

SIGN HERE	Filed with authorized/valid electronic signature.	07/22/2022	STACEY SNYDER
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE	Signature of DFE	Date	Enter name of individual signing as DFE

For Paperwork Reduction Act Notice, see the Instructions for Form 5500.

3a Plan administrator's name and address ☒ Same as Plan Sponsor		3b Administrator's EIN	
		3c Administrator's telephone number	
4 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: a Sponsor's name c Plan Name		4b EIN 4d PN	
5 Total number of participants at the beginning of the plan year		5	620
6 Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines 6a(1) , 6a(2) , 6b , 6c , and 6d).			
a(1) Total number of active participants at the beginning of the plan year.....		6a(1)	517
a(2) Total number of active participants at the end of the plan year		6a(2)	539
b Retired or separated participants receiving benefits.....		6b	0
c Other retired or separated participants entitled to future benefits		6c	103
d Subtotal. Add lines 6a(2) , 6b , and 6c		6d	642
e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.		6e	1
f Total. Add lines 6d and 6e		6f	643
g Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)		6g	634
h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested		6h	30
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item).....		7	
8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions: 2F 2G 2J 2K 2T 3F 2E 3D			
b If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristics Codes in the instructions:			
9a Plan funding arrangement (check all that apply) (1) ☐ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor		9b Plan benefit arrangement (check all that apply) (1) ☐ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor	
10 Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)			
a Pension Schedules (1) ☒ R (Retirement Plan Information) (2) ☐ MB (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary (3) ☐ SB (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary		b General Schedules (1) ☒ H (Financial Information) (2) ☐ I (Financial Information – Small Plan) (3) ☐ <u>0</u> A (Insurance Information) (4) ☒ C (Service Provider Information) (5) ☒ D (DFE/Participating Plan Information) (6) ☐ G (Financial Transaction Schedules)	

Part III Form M-1 Compliance Information (to be completed by welfare benefit plans)

11a If the plan provides welfare benefits, was the plan subject to the Form M-1 filing requirements during the plan year? (See instructions and 29 CFR 2520.101-2.) ☐ Yes ☐ No

If "Yes" is checked, complete lines 11b and 11c.

11b Is the plan currently in compliance with the Form M-1 filing requirements? (See instructions and 29 CFR 2520.101-2.) ☐ Yes ☐ No

11c Enter the Receipt Confirmation Code for the 2021 Form M-1 annual report. If the plan was not required to file the 2021 Form M-1 annual report, enter the Receipt Confirmation Code for the most recent Form M-1 that was required to be filed under the Form M-1 filing requirements. (Failure to enter a valid Receipt Confirmation Code will subject the Form 5500 filing to rejection as incomplete.)

Receipt Confirmation Code _____

SCHEDULE C (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Service Provider Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110
		2021
		This Form is Open to Public Inspection.

For calendar plan year 2021 or fiscal plan year beginning 01/01/2021 and ending 12/31/2021		
A Name of plan DUKE MANUFACTURING COMPANY RETIREMENT PLAN	B Three-digit plan number (PN) ▶	002
C Plan sponsor's name as shown on line 2a of Form 5500 DUKE MANUFACTURING COMPANY	D Employer Identification Number (EIN) 43-1548196	

Part I	Service Provider Information (see instructions)
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You must complete this Part, in accordance with the instructions, to report the information required for **each person** who received, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of monetary value) in connection with services rendered to the plan or the person's position with the plan during the plan year. If a person received **only** eligible indirect compensation for which the plan received the required disclosures, you are required to answer line 1 but are not required to include that person when completing the remainder of this Part.

1 Information on Persons Receiving Only Eligible Indirect Compensation

- a** Check "Yes" or "No" to indicate whether you are excluding a person from the remainder of this Part because they received only eligible indirect compensation for which the plan received the required disclosures (see instructions for definitions and conditions)..... ☒ Yes ☐ No
- b** If you answered line 1a "Yes," enter the name and EIN or address of each person providing the required disclosures for the service providers who received only eligible indirect compensation. Complete as many entries as needed (see instructions).

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL
04-2647786

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

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(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

FIDELITY INVESTMENTS INSTITUTIONAL

04-2647786

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
37 60 64 65	RECORDKEEPER	93173	Yes ☒ No ☐	Yes ☒ No ☐	0	Yes ☒ No ☐

(a) Enter name and EIN or address (see instructions)

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
			Yes ☐ No ☐	Yes ☐ No ☐		Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
			Yes ☐ No ☐	Yes ☐ No ☐		Yes ☐ No ☐

2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
			Yes ☐ No ☐	Yes ☐ No ☐		Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
			Yes ☐ No ☐	Yes ☐ No ☐		Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
			Yes ☐ No ☐	Yes ☐ No ☐		Yes ☐ No ☐

Part I Service Provider Information (continued)

3. If you reported on line 2 receipt of indirect compensation, other than eligible indirect compensation, by a service provider, and the service provider is a fiduciary or provides contract administrator, consulting, custodial, investment advisory, investment management, broker, or recordkeeping services, answer the following questions for (a) each source from whom the service provider received \$1,000 or more in indirect compensation and (b) each source for whom the service provider gave you a formula used to determine the indirect compensation instead of an amount or estimated amount of the indirect compensation. Complete as many entries as needed to report the required information for each source.

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
ABF SM CAP VAL R5 - DST ASSET MANA 430 W 7TH STREET STE 219432 KANSAS CITY, MO 64105	0.04%	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
DE IVY MID CP GR I - WI SERVICES C P.O. BOX 29217 SHAWNEE MISSION, KS 66201	0.10%	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
DODGE & COX STOCK - DST ASSET MANA 430 W 7TH STREET STE 219432 KANSAS CITY, MO 64105	0.10%	

Part I Service Provider Information (continued)

3. If you reported on line 2 receipt of indirect compensation, other than eligible indirect compensation, by a service provider, and the service provider is a fiduciary or provides contract administrator, consulting, custodial, investment advisory, investment management, broker, or recordkeeping services, answer the following questions for (a) each source from whom the service provider received \$1,000 or more in indirect compensation and (b) each source for whom the service provider gave you a formula used to determine the indirect compensation instead of an amount or estimated amount of the indirect compensation. Complete as many entries as needed to report the required information for each source.

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
JPM MIDCAP VALUE L - JPMORGAN DIST 1 FEDERAL ST BOSTON, MA 02110	0.15%	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
OKMRK INTL SM CP INV - DST ASSET M 430 W 7TH STREET STE 219432 KANSAS CITY, MO 64105	0.25%	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	

Part II Service Providers Who Fail or Refuse to Provide Information

4 Provide, to the extent possible, the following information for each service provider who failed or refused to provide the information necessary to complete this Schedule.

(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide

Part III Termination Information on Accountants and Enrolled Actuaries (see instructions)
(complete as many entries as needed)

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

SCHEDULE D (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration	DFE/Participating Plan Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ► File as an attachment to Form 5500.	OMB No. 1210-0110 2021 This Form is Open to Public Inspection.
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For calendar plan year 2021 or fiscal plan year beginning 01/01/2021 and ending 12/31/2021

A Name of plan <u>DUKE MANUFACTURING COMPANY RETIREMENT PLAN</u>	B Three-digit plan number (PN) ►	<u>002</u>
C Plan or DFE sponsor's name as shown on line 2a of Form 5500 <u>DUKE MANUFACTURING COMPANY</u>	D Employer Identification Number (EIN) <u>43-1548196</u>	

Part I	Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs) (Complete as many entries as needed to report all interests in DFEs)
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a Name of MTIA, CCT, PSA, or 103-12 IE: <u>IR + M CORE BOND CIT</u>		
b Name of sponsor of entity listed in (a): <u>GLOBAL TRUST COMPANY HARDING LOEVN</u>		
c EIN-PN <u>37-6567224-001</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>671524</u>
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>SCHWAB IDX RET 2025</u>		
b Name of sponsor of entity listed in (a): <u>CHARLES SCHWAB BANK</u>		
c EIN-PN <u>81-0625169-014</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>2664563</u>
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>SCHWAB IDX RET 2050</u>		
b Name of sponsor of entity listed in (a): <u>CHARLES SCHWAB BANK</u>		
c EIN-PN <u>81-0625169-019</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>1370753</u>
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>SCHWAB IDX RET 2010</u>		
b Name of sponsor of entity listed in (a): <u>CHARLES SCHWAB BANK</u>		
c EIN-PN <u>81-0625169-011</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>312294</u>
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>SCHWAB IDX RET 2020</u>		
b Name of sponsor of entity listed in (a): <u>CHARLES SCHWAB BANK</u>		
c EIN-PN <u>81-0625169-013</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>3499991</u>
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>SCHWAB IDX RET 2045</u>		
b Name of sponsor of entity listed in (a): <u>CHARLES SCHWAB BANK</u>		
c EIN-PN <u>81-0625169-018</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>1717358</u>
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>SCHWAB IDX RET 2055</u>		
b Name of sponsor of entity listed in (a): <u>CHARLES SCHWAB BANK</u>		
c EIN-PN <u>81-0625169-021</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>790788</u>

a Name of MTIA, CCT, PSA, or 103-12 IE: SCHWAB IDX RET 2015

b Name of sponsor of entity listed in (a): CHARLES SCHWAB BANK

c EIN-PN 81-0625169-012	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 960927
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a Name of MTIA, CCT, PSA, or 103-12 IE: SCHWAB IDX RET 2030

b Name of sponsor of entity listed in (a): CHARLES SCHWAB BANK

c EIN-PN 81-0625169-015	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 3337389
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a Name of MTIA, CCT, PSA, or 103-12 IE: SCHWAB IDX RET 2035

b Name of sponsor of entity listed in (a): CHARLES SCHWAB BANK

c EIN-PN 81-0625169-016	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 2204272
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a Name of MTIA, CCT, PSA, or 103-12 IE: SCHWAB IDX RET 2040

b Name of sponsor of entity listed in (a): CHARLES SCHWAB BANK

c EIN-PN 81-0625169-017	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 2365195
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a Name of MTIA, CCT, PSA, or 103-12 IE: SCHWAB IDX RET 2060

b Name of sponsor of entity listed in (a): CHARLES SCHWAB BANK

c EIN-PN 81-0625169-023	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 370133
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a Name of MTIA, CCT, PSA, or 103-12 IE: MORLEY STABLE VALUE

b Name of sponsor of entity listed in (a): PRINCIPAL GLOBAL INVESTORS TRUST CO

c EIN-PN 93-6274329-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 3232659
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a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
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a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
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a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
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a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
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Part II Information on Participating Plans (to be completed by DFEs)

(Complete as many entries as needed to report all participating plans)

a Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN

SCHEDULE H (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Financial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code). ► File as an attachment to Form 5500.	OMB No. 1210-0110 2021 This Form is Open to Public Inspection
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For calendar plan year 2021 or fiscal plan year beginning <u>01/01/2021</u> and ending <u>12/31/2021</u>		
A Name of plan <u>DUKE MANUFACTURING COMPANY RETIREMENT PLAN</u>	B Three-digit plan number (PN) ►	<u>002</u>
C Plan sponsor's name as shown on line 2a of Form 5500 <u>DUKE MANUFACTURING COMPANY</u>	D Employer Identification Number (EIN) <u>43-1548196</u>	

Part I	Asset and Liability Statement
---------------	--------------------------------------

1 Current value of plan assets and liabilities at the beginning and end of the plan year. Combine the value of plan assets held in more than one trust. Report the value of the plan's interest in a commingled fund containing the assets of more than one plan on a line-by-line basis unless the value is reportable on lines 1c(9) through 1c(14). Do not enter the value of that portion of an insurance contract which guarantees, during this plan year, to pay a specific dollar benefit at a future date. **Round off amounts to the nearest dollar.** MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 1b(1), 1b(2), 1c(8), 1g, 1h, and 1i. CCTs, PSAs, and 103-12 IEs also do not complete lines 1d and 1e. See instructions.

Assets		(a) Beginning of Year	(b) End of Year
a Total noninterest-bearing cash.....	1a	0	0
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)	0	0
(2) Participant contributions.....	1b(2)	0	0
(3) Other	1b(3)	0	0
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)	0	0
(2) U.S. Government securities	1c(2)	0	0
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)	0	0
(B) All other	1c(3)(B)	0	0
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)	0	0
(B) Common	1c(4)(B)	0	0
(5) Partnership/joint venture interests	1c(5)	0	0
(6) Real estate (other than employer real property)	1c(6)	0	0
(7) Loans (other than to participants)	1c(7)	0	0
(8) Participant loans	1c(8)	136392	99853
(9) Value of interest in common/collective trusts	1c(9)	20052229	23497846
(10) Value of interest in pooled separate accounts	1c(10)	0	0
(11) Value of interest in master trust investment accounts	1c(11)	0	0
(12) Value of interest in 103-12 investment entities	1c(12)	0	0
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)	17599900	20837560
(14) Value of funds held in insurance company general account (unallocated contracts).....	1c(14)	0	0
(15) Other.....	1c(15)	0	0

1d Employer-related investments:		(a) Beginning of Year	(b) End of Year
(1) Employer securities.....	1d(1)	0	0
(2) Employer real property.....	1d(2)	0	0
e Buildings and other property used in plan operation	1e	0	0
f Total assets (add all amounts in lines 1a through 1e)	1f	37788521	44435259

Liabilities

g Benefit claims payable	1g	0	0
h Operating payables	1h	0	0
i Acquisition indebtedness.....	1i	0	0
j Other liabilities.....	1j	0	0
k Total liabilities (add all amounts in lines 1g through 1j)	1k	0	0

Net Assets

l Net assets (subtract line 1k from line 1f)	1l	37788521	44435259
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Part II Income and Expense Statement

2 Plan income, expenses, and changes in net assets for the year. Include all income and expenses of the plan, including any trust(s) or separately maintained fund(s) and any payments/receipts to/from insurance carriers. Round off amounts to the nearest dollar. MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 2a, 2b(1)(E), 2e, 2f, and 2g.

Income

		(a) Amount	(b) Total
a Contributions:			
(1) Received or receivable in cash from: (A) Employers	2a(1)(A)	750673	
(B) Participants	2a(1)(B)	2112010	
(C) Others (including rollovers).....	2a(1)(C)	37046	
(2) Noncash contributions.....	2a(2)	0	2899729
(3) Total contributions. Add lines 2a(1)(A) , (B) , (C) , and line 2a(2)	2a(3)		
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit).....	2b(1)(A)	0	
(B) U.S. Government securities	2b(1)(B)	0	
(C) Corporate debt instruments	2b(1)(C)	0	
(D) Loans (other than to participants)	2b(1)(D)	0	
(E) Participant loans.....	2b(1)(E)	8328	
(F) Other	2b(1)(F)	0	
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		8328
(2) Dividends: (A) Preferred stock.....	2b(2)(A)	0	1176846
(B) Common stock	2b(2)(B)	0	
(C) Registered investment company shares (e.g. mutual funds).....	2b(2)(C)	1176846	
(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)		1176846
(3) Rents	2b(3)		0
(4) Net gain (loss) on sale of assets: (A) Aggregate proceeds	2b(4)(A)	0	0
(B) Aggregate carrying amount (see instructions).....	2b(4)(B)	0	
(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result	2b(4)(C)		
(5) Unrealized appreciation (depreciation) of assets: (A) Real estate	2b(5)(A)	0	0
(B) Other	2b(5)(B)	0	
(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B)	2b(5)(C)		

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts.....	2b(6)		2063719
(7) Net investment gain (loss) from pooled separate accounts.....	2b(7)		0
(8) Net investment gain (loss) from master trust investment accounts.....	2b(8)		0
(9) Net investment gain (loss) from 103-12 investment entities.....	2b(9)		0
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds).....	2b(10)		2388654
c Other income.....	2c		0
d Total income. Add all income amounts in column (b) and enter total.....	2d		8537276
Expenses			
e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers.....	2e(1)	1751784	
(2) To insurance carriers for the provision of benefits.....	2e(2)	0	
(3) Other.....	2e(3)	0	
(4) Total benefit payments. Add lines 2e(1) through (3).....	2e(4)		1751784
f Corrective distributions (see instructions).....	2f		24391
g Certain deemed distributions of participant loans (see instructions).....	2g		21190
h Interest expense.....	2h		0
i Administrative expenses: (1) Professional fees.....	2i(1)	0	
(2) Contract administrator fees.....	2i(2)	0	
(3) Investment advisory and management fees.....	2i(3)	0	
(4) Other.....	2i(4)	93173	
(5) Total administrative expenses. Add lines 2i(1) through (4).....	2i(5)		93173
j Total expenses. Add all expense amounts in column (b) and enter total.....	2j		1890538
Net Income and Reconciliation			
k Net income (loss). Subtract line 2j from line 2d.....	2k		6646738
l Transfers of assets:			
(1) To this plan.....	2l(1)		0
(2) From this plan.....	2l(2)		0

Part III Accountant's Opinion

3 Complete lines 3a through 3c if the opinion of an independent qualified public accountant is attached to this Form 5500. Complete line 3d if an opinion is not attached.

a The attached opinion of an independent qualified public accountant for this plan is (see instructions):

(1) ☒ Unmodified (2) ☐ Qualified (3) ☐ Disclaimer (4) ☐ Adverse

b Check the appropriate box(es) to indicate whether the IQPA performed an ERISA section 103(a)(3)(C) audit. Check both boxes (1) and (2) if the audit was performed pursuant to both 29 CFR 2520.103-8 and 29 CFR 2520.103-12(d). Check box (3) if pursuant to neither.

(1) ☒ DOL Regulation 2520.103-8 (2) ☐ DOL Regulation 2520.103-12(d) (3) ☐ neither DOL Regulation 2520.103-8 nor DOL Regulation 2520.103-12(d).

c Enter the name and EIN of the accountant (or accounting firm) below:

(1) Name: UHY LLP

(2) EIN: 20-0694403

d The opinion of an independent qualified public accountant is **not attached** because:

(1) ☐ This form is filed for a CCT, PSA, or MTIA. (2) ☐ It will be attached to the next Form 5500 pursuant to 29 CFR 2520.104-50.

Part IV Compliance Questions

4 CCTs and PSAs do not complete Part IV. MTIAs, 103-12 IEs, and GIAs do not complete lines 4a, 4e, 4f, 4g, 4h, 4k, 4m, 4n, or 5. 103-12 IEs also do not complete lines 4j and 4l. MTIAs also do not complete line 4l.

During the plan year:

a Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.)

	Yes	No	Amount
4a	X		36976

	Yes	No	Amount
b Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.)			
4b		X	
c Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)			
4c		X	
d Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)			
4d		X	
e Was this plan covered by a fidelity bond?	X		1000000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?		X	
4f		X	
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?			
4g		X	
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?			
4h		X	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	X		
4i	X		
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)			
4j		X	
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?			
4k		X	
l Has the plan failed to provide any benefit when due under the plan?			
4l		X	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)			
4m		X	
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.			
4n		X	
5a Has a resolution to terminate the plan been adopted during the plan year or any prior plan year?..... ☐ Yes ☒ No If "Yes," enter the amount of any plan assets that reverted to the employer this year _____.			
5b 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.)			
5b(1) Name of plan(s)	5b(2) EIN(s)	5b(3) PN(s)	
5c Was the plan a defined benefit plan covered under the PBGC insurance program at any time during this plan year? (See ERISA section 4021 and instructions.) ☐ Yes ☐ No ☐ Not determined If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year _____.			

SCHEDULE R (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Retirement Plan Information This schedule is required to be filed under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110 2021 This Form is Open to Public Inspection.
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For calendar plan year 2021 or fiscal plan year beginning 01/01/2021 and ending 12/31/2021

A Name of plan <u>DUKE MANUFACTURING COMPANY RETIREMENT PLAN</u>	B Three-digit plan number (PN) ▶ <u>002</u>
C Plan sponsor's name as shown on line 2a of Form 5500 <u>DUKE MANUFACTURING COMPANY</u>	D Employer Identification Number (EIN) <u>43-1548196</u>

Part I	Distributions
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All references to distributions relate only to payments of benefits during the plan year.

1 Total value of distributions paid in property other than in cash or the forms of property specified in the instructions.....	1
2 Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits): EIN(s): <u>04-6568107</u>	
Profit-sharing plans, ESOPs, and stock bonus plans, skip line 3.	
3 Number of participants (living or deceased) whose benefits were distributed in a single sum, during the plan year	3

Part II	Funding Information (If the plan is not subject to the minimum funding requirements of section 412 of the Internal Revenue Code or ERISA section 302, skip this Part.)
----------------	---

4 Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)?	☐ Yes	☐ No	☐ N/A
If the plan is a defined benefit plan, go to line 8.			
5 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 ruling letter granting the waiver. Date: Month _____ Day _____ Year _____ If you completed line 5, complete lines 3, 9, and 10 of Schedule MB and do not complete the remainder of this schedule.			
6 a Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived)	6a		
b Enter the amount contributed by the employer to the plan for this plan year	6b		
c Subtract the amount in line 6b from the amount in line 6a. Enter the result (enter a minus sign to the left of a negative amount)	6c		
If you completed line 6c, skip lines 8 and 9.			
7 Will the minimum funding amount reported on line 6c be met by the funding deadline?	☐ Yes	☐ No	☐ N/A
8 If a change in actuarial cost method was made for this plan year pursuant to a revenue procedure or other authority providing automatic approval for the change or a class ruling letter, does the plan sponsor or plan administrator agree with the change?	☐ Yes	☐ No	☐ N/A

Part III	Amendments
-----------------	-------------------

9 If this is a defined benefit pension plan, were any amendments adopted during this plan year that increased or decreased the value of benefits? If yes, check the appropriate box. If no, check the "No" box.....	☐ Increase	☐ Decrease	☐ Both	☐ No
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Part IV	ESOPs (see instructions). If this is not a plan described under section 409(a) or 4975(e)(7) of the Internal Revenue Code, skip this Part.
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10 Were unallocated employer securities or proceeds from the sale of unallocated securities used to repay any exempt loan?	☐ Yes	☐ No
11 a Does the ESOP hold any preferred stock?	☐ Yes	☐ No
b If the ESOP has an outstanding exempt loan with the employer as lender, is such loan part of a "back-to-back" loan? (See instructions for definition of "back-to-back" loan.)	☐ Yes	☐ No
12 Does the ESOP hold any stock that is not readily tradable on an established securities market?	☐ Yes	☐ No

For Paperwork Reduction Act Notice, see the Instructions for Form 5500.

Schedule R (Form 5500) 2021
v. 201209

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

13 Enter the following information for each employer that contributed more than 5% of total contributions to the plan during the plan year (measured in dollars). See instructions. *Complete as many entries as needed to report all applicable employers.*

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

- 14** Enter the number of deferred vested and retired participants (inactive participants), as of the beginning of the plan year, whose contributing employer is no longer making contributions to the plan for:

a The current plan year. Check the box to indicate the counting method used to determine the number of inactive participants: ☐ last contributing employer ☐ alternative ☐ reasonable approximation (see instructions for required attachment).....

14a

b The plan year immediately preceding the current plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment).....

14b

c The second preceding plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment).....

14c

- 15** Enter the ratio of the number of participants under the plan on whose behalf no employer had an obligation to make an employer contribution during the current plan year to:

a The corresponding number for the plan year immediately preceding the current plan year.....

15a

b The corresponding number for the second preceding plan year.....

15b

- 16** Information with respect to any employers who withdrew from the plan during the preceding plan year:

a Enter the number of employers who withdrew during the preceding plan year.....

16a

b If line 16a is greater than 0, enter the aggregate amount of withdrawal liability assessed or estimated to be assessed against such withdrawn employers.....

16b

- 17** If assets and liabilities from another plan have been transferred to or merged with this plan during the plan year, check box and see instructions regarding supplemental information to be included as an attachment..... ☐

Part VI Additional Information for Single-Employer and Multiemployer Defined Benefit Pension Plans

- 18** If any liabilities to participants or their beneficiaries under the plan as of the end of the plan year consist (in whole or in part) of liabilities to such participants and beneficiaries under two or more pension plans as of immediately before such plan year, check box and see instructions regarding supplemental information to be included as an attachment..... ☐

- 19** If the total number of participants is 1,000 or more, complete lines (a) through (c)

a Enter the percentage of plan assets held as:

Stock: _____% Investment-Grade Debt: _____% High-Yield Debt: _____% Real Estate: _____% Other: _____%

b Provide the average duration of the combined investment-grade and high-yield debt:

☐ 0-3 years ☐ 3-6 years ☐ 6-9 years ☐ 9-12 years ☐ 12-15 years ☐ 15-18 years ☐ 18-21 years ☐ 21 years or more

c What duration measure was used to calculate line 19(b)?

☐ Effective duration ☐ Macaulay duration ☐ Modified duration ☐ Other (specify): _____

- 20 PBGC missed contribution reporting requirements.** If this is a multiemployer plan or a single-employer plan that is not covered by PBGC, skip line 20.

a Is the amount of unpaid minimum required contributions for all years from Schedule SB (Form 5500) line 40 greater than zero? ☐ Yes ☐ No

b If line 20a is "Yes," 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 _____

**DUKE MANUFACTURING COMPANY
RETIREMENT PLAN**

**AUDITED FINANCIAL STATEMENTS
AND
SUPPLEMENTAL SCHEDULES**

**December 31, 2021 and 2020 and
Year Ended December 31, 2021**

DUKE MANUFACTURING COMPANY RETIREMENT PLAN

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INDEPENDENT AUDITOR'S REPORT

To the Plan Administrator
Duke Manufacturing Company
Retirement Plan

Scope and Nature of the ERISA Section 103(a)(3)(C) Audit for the 2021 Financial Statements

We have performed an audit of the financial statements of Duke Manufacturing Company Retirement Plan, an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) (ERISA Section 103(a)(3)(C) audit). The financial statements comprise the statement of net assets available for benefits as of December 31, 2021, and the related statement of changes in net assets available for benefits for the year then ended, and the related notes to the financial statements (2021 Financial Statements).

Management, having determined it is permissible in the circumstances, has elected to have the audit of the 2021 financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. As permitted by ERISA Section 103(a)(3)(C), our audit need not extend to any statements or information related to assets held for investment of the plan (investment information) by a bank or similar institution or insurance carrier that is regulated, supervised, and subject to periodic examination by a state or federal agency, provided that the statements or information regarding assets so held are prepared and certified to by the bank or similar institution or insurance carrier in accordance with 29 CFR 2520.103-5 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA (qualified institution).

Management has obtained a certification from a qualified institution as of and for the year ended December 31, 2021, stating that the certified investment information, as described in Note 4 to the financial statements, is complete and accurate.

Opinion on the 2021 Financial Statements

In our opinion, based on our audit and on the procedures performed as described in the Auditor's Responsibilities for the Audit of the 2021 Financial Statements section –

- the amounts and disclosures in the accompanying 2021 financial statements, other than those agreed to or derived from the certified investment information, are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America.
- the information in the accompanying 2021 financial statements related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Basis for Opinion on the 2021 Financial Statements

We conducted our audit in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the 2021 Financial Statements section of our report. We are required to be independent of Duke Manufacturing Company Retirement Plan and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our ERISA Section 103(a)(3)(C) audit opinion.

Responsibilities of Management for the 2021 Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error. Management's election of the ERISA Section 103(a)(3)(C) audit does not affect management's responsibility for the financial statements.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about Duke Manufacturing Company Retirement Plan's ability to continue as a going concern for one year after the date the financial statements are available to be issued.

Management is also responsible for maintaining a current plan instrument, including all plan amendments, administering the plan, and determining that the plan's transactions that are presented and disclosed in the financial statements are in conformity with the plan's provisions, including maintaining sufficient records with respect to each of the participants, to determine the benefits due or which may become due to such participants.

Auditor's Responsibilities for the Audit of the 2021 Financial Statements

Except as described in the Scope and Nature of the ERISA Section 103(a)(3)(C) Audit of the 2021 Financial Statements section of our report, our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if, there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of Duke Manufacturing Company Retirement Plan's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about Duke Manufacturing Company Retirement Plan's ability to continue as a going concern for a reasonable period of time.

Our audit did not extend to the certified investment information, except for obtaining and reading the certification, comparing the certified investment information with the related information presented and disclosed in the 2021 financial statements, and reading the disclosures relating to the certified investment information to assess whether they are in accordance with the presentation and disclosure requirements of accounting principles generally accepted in the United States of America.

Accordingly, the objective of an ERISA Section 103(a)(3)(C) audit is not to express an opinion about whether the financial statements as a whole are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America.

Auditor's Responsibilities for the Audit of the 2021 Financial Statements (Continued)

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

Other Matters

2021 Supplemental Schedules Required by ERISA

The supplemental schedules of delinquent participant contributions for the year ended December 31, 2021, and schedule of assets (held at end of year) as of December 31, 2021 are presented for purposes of additional analysis and are not a required part of the financial statements but are supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedules, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS. For information included in the supplemental schedules that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

In forming our opinion on the supplemental schedules, we evaluated whether the supplemental schedules, other than the information agreed to or derived from the certified investment information, including their form and content, are presented in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

In our opinion—

- the form and content of the supplemental schedules, other than the information in the supplemental schedules that agreed to or is derived from the certified investment information, are presented, in all material respects, in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.
- the information in the supplemental schedules related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Auditor's Report on the 2020 Financial Statements

We were engaged to audit the 2020 financial statements of Duke Manufacturing Company Retirement Plan. As permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA, the plan administrator instructed us not to perform and we did not perform any auditing procedures with respect to the information certified by a qualified institution. In our report dated July 6, 2021, we indicated that (a) because of the significance of the information that we did not audit, we were not able to obtain sufficient appropriate audit evidence to provide a basis for an audit opinion and accordingly, we did not express an opinion on the 2020 financial statements, and (b) the form and content of the information included in the 2020 financial statements other than that derived from the certified information were presented in compliance with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.



St. Louis, Missouri
July 15, 2022

DUKE MANUFACTURING COMPANY RETIREMENT PLAN
STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS

	December 31,	
	2021	2020
ASSETS		
Investments, at fair value	\$ 44,335,406	\$ 37,652,129
Notes receivable from participants	99,853	136,392
Contributions receivable - Participant	-	65,681
Total assets	44,435,259	37,854,202
LIABILITIES		
Excess contributions payable	12,542	24,391
NET ASSETS AVAILABLE FOR BENEFITS	<u>\$ 44,422,717</u>	<u>\$ 37,829,811</u>

See notes to financial statements.

DUKE MANUFACTURING COMPANY RETIREMENT PLAN
STATEMENT OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS
Year Ended December 31, 2021

INVESTMENT INCOME	
Net appreciation in fair value of investments	\$ 4,452,373
Dividends	<u>1,176,846</u>
	<u>5,629,219</u>
INTEREST INCOME ON NOTES RECEIVABLE FROM PARTICIPANTS	<u>8,328</u>
CONTRIBUTIONS	
Company	750,673
Participant	2,033,787
Rollover	<u>37,046</u>
	<u>2,821,506</u>
BENEFITS PAID TO PARTICIPANTS	<u>(1,772,974)</u>
ADMINISTRATIVE EXPENSES	<u>(93,173)</u>
NET INCREASE	6,592,906
NET ASSETS AVAILABLE FOR BENEFITS	
Beginning	<u>37,829,811</u>
Ending	<u>\$ 44,422,717</u>

See notes to financial statements.

DUKE MANUFACTURING COMPANY RETIREMENT PLAN
NOTES TO FINANCIAL STATEMENTS
December 31, 2021 and 2020

NOTE 1 — DESCRIPTION OF PLAN

The following description of the Duke Manufacturing Company Retirement Plan (the Plan) provides only general information. Participants should refer to the Plan agreement for a more complete description of the Plan's provisions.

General

The Plan is a defined contribution plan covering all eligible employees of Duke Manufacturing Company (the Company) who have three months of service and are 18 or older. Leased and temporary employees, as well as those covered by a collective bargaining agreement, are not eligible to participate in the Plan. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA).

During the year ended December 31, 2020, the Employer adopted provisions under the Coronavirus Aid, Relief and Economic Securities Act (CARES Act) including Coronavirus-related withdrawals, relief from loan payments, and rules regarding required minimum distributions.

Contributions

Participants may contribute up to 100% of annual eligible compensation, as defined in the Plan. The Plan provides automatic enrollment for employees that meet the eligibility requirements. Unless an eligible employee affirmatively elects otherwise, the employee will automatically be enrolled in the Plan at a deferral rate of 6% of eligible compensation. Participants may designate a portion or all of the deferral contributions as Roth contributions. Participants who have attained age 50 before the end of the Plan year are eligible to make catch-up contributions.

The Company's matching contributions are discretionary and determined as a percentage of participant elected deferrals. Effective July 1, 2020, the Company elected to suspend its matching contributions due to challenging business conditions of COVID-19. Effective April 2021, the Company reinstated matching contributions at 50% of the first 6% of participant contributions.

Discretionary profit sharing contributions are determined annually by the Company's Board of Directors. Profit sharing contributions were \$500 per eligible participant for the year ended December 31, 2020 and were allocated to participant accounts in March 2021.

Contributions are subject to certain limitations. Participants may also transfer funds to the Plan from other qualified retirement plans.

Investment Options

Participants of the Plan elect investment accounts in which their contributions, as well as Company contributions, are invested. The investment account options comprise various degrees of risk and return.

DUKE MANUFACTURING COMPANY RETIREMENT PLAN
NOTES TO FINANCIAL STATEMENTS
December 31, 2021 and 2020

NOTE 1 — DESCRIPTION OF PLAN (Continued)

Participant Accounts

Each participant's account is credited with the participant's contribution, Company matching contributions and discretionary contributions, if any, an allocation of the Company's profit sharing contribution, and investment earnings based on their selected investments. Participant accounts may be charged with an allocation of administrative expenses that are paid by the Plan. Allocations are based on participant earnings, account balances, or specific participant transactions, as defined. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

Vesting

Participants are vested immediately in their contributions plus earnings thereon. Vesting in the Company's contribution portion of their accounts is based on years of service, as follows:

<u>Years of Service</u>	<u>Vesting %</u>
Less than 3	0%
3	100%

Notes Receivable From Participants

Participants may borrow from their accounts a minimum of \$1,000 up to a maximum equal to \$50,000 or 50% of the participant's vested account balance, whichever is less. Loans are granted for hardship purposes only and may be distributed from the participant's deferral account. The loans are secured by the balance in the participant's account and bear interest at 2% above the prime rate as of the date of loan origination. Principal and interest is paid ratably through monthly payroll deductions.

Payment of Benefits

On termination of service, participants may elect to receive an amount equal to the value of the vested interest in their accounts in a single lump-sum amount or rolled over to an individual retirement plan. Participants with a vested account balance of less than \$1,000 must take a lump-sum distribution or request the amount be rolled over to an eligible plan.

The Company may authorize certain withdrawals from a participant's account in the event of proven financial hardship. Hardship withdrawals are subject to specific statutory and regulatory requirements.

Forfeited Accounts

Forfeited balances of terminated participants' nonvested accounts are used to reduce Company contributions. For the year ended December 31, 2021, forfeitures of \$27,598 were used to reduce Company contributions. There were \$214 and \$6,274 of unallocated forfeitures at December 31, 2021 and 2020, respectively.

DUKE MANUFACTURING COMPANY RETIREMENT PLAN
NOTES TO FINANCIAL STATEMENTS
December 31, 2021 and 2020

NOTE 2 — SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of Accounting

The financial statements of the Plan are prepared on the accrual method of accounting.

Use of Estimates

The preparation of financial statements in accordance with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect certain reported amounts and disclosures. Accordingly, actual results may differ from those estimates.

Investment Valuation and Income Recognition

Investments are reported at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date.

Purchases and sales of securities are recorded on a trade-date basis. Interest income on notes receivable from participants is recorded on the accrual basis. Dividends are recorded on the ex-dividend date. Net appreciation includes the Plan's gains and losses on investments bought and sold as well as held during the year.

Notes Receivable From Participants

Notes receivable from participants are measured at their unpaid principal balance plus any accrued but unpaid interest. Delinquent participant loans are reclassified as distributions based upon the terms of the plan document.

Payment of Benefits

Benefits are recorded when paid.

Expenses

Plan expenses primarily consist of recordkeeping fees. Fees related to the administration of notes receivable from participants and benefit payments to participants are charged directly to the participant's account and are included in administrative expenses. Investment related expenses are included in net appreciation of fair value of investments. Certain expenses of maintaining the Plan are paid directly by the Company and are excluded from these financial statements.

Subsequent Events

Subsequent events were evaluated through July 15, 2022, which is the date the financial statements were available to be issued.

DUKE MANUFACTURING COMPANY RETIREMENT PLAN
NOTES TO FINANCIAL STATEMENTS
December 31, 2021 and 2020

NOTE 3 — FAIR VALUE MEASUREMENTS

The framework for measuring fair value provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (level 1) and the lowest priority to unobservable inputs (level 3). The three levels of the fair value hierarchy are described as follows:

Level 1: Inputs to the valuation methodology are unadjusted quoted prices for identical assets or liabilities in active markets that the Plan has the ability to access.

Level 2: Inputs to the valuation methodology include:

- quoted prices for similar assets or liabilities in active markets;
- quoted prices for identical or similar assets or liabilities in inactive markets;
- inputs other than quoted prices that are observable for the asset or liability;
- inputs that are derived principally from or corroborated by observable market data by correlation or other means.

If the asset or liability has a specified (contractual) term, the level 2 input must be observable for substantially the full term of the asset or liability.

Level 3: Inputs to the valuation methodology are unobservable and significant to the fair value measurement.

The asset or liability's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques maximize the use of relevant observable inputs and minimize the use of unobservable inputs.

Following is a description of the valuation methodologies used for assets measured at fair value. There have been no changes in the methodologies used at December 31, 2021 and 2020.

Mutual funds: valued at the daily closing price reported by the fund, which is the quoted net asset value (NAV) of shares.

Common/collective trusts: valued at the NAV of units of the fund, which is based on the readily determined fair value of the underlying investment securities. The stable value common/collective trust invests in a fund in which the underlying assets consist primarily of fully benefit-responsive investment contracts. The fund is valued at NAV, the practical expedient to estimate fair value. Participant transactions may occur daily.

DUKE MANUFACTURING COMPANY RETIREMENT PLAN
NOTES TO FINANCIAL STATEMENTS
December 31, 2021 and 2020

NOTE 3 — FAIR VALUE MEASUREMENTS (Continued)

The following table sets forth by level, within the fair value hierarchy, the Plan's assets at fair value:

	Assets at Fair Values as of December 31, 2021			
	Level 1	Level 2	Level 3	Total
Mutual Funds	\$ 20,837,560	\$ -	\$ -	\$ 20,837,560
Common/Collective Trusts	-	20,265,187	-	20,265,187
	<u>\$ 20,837,560</u>	<u>\$ 20,265,187</u>	<u>\$ -</u>	<u>41,102,747</u>
Common/Collective Trusts - Measured at Net Asset Value *				<u>3,232,659</u>
				<u>\$ 44,435,406</u>

	Assets at Fair Values as of December 31, 2020			
	Level 1	Level 2	Level 3	Total
Mutual Funds	\$ 17,599,900	\$ -	\$ -	\$ 17,599,900
Common/Collective Trusts	-	17,687,806	-	17,687,806
	<u>\$ 17,599,900</u>	<u>\$ 17,687,806</u>	<u>\$ -</u>	<u>35,287,706</u>
Common/Collective Trusts - Measured at Net Asset Value *				<u>2,364,423</u>
				<u>\$ 37,652,129</u>

* Certain investments that are measured at NAV per share (or its equivalent) have not been classified in the fair value hierarchy. The fair value amounts presented in this table are intended to permit reconciliation of the fair value hierarchy to the amounts presented in the statement of net assets available for benefits.

The following table presents additional information for Plan investments that calculate net asset value per share (or its equivalent).

	Estimated Fair Value December 31,		Redemption Frequency (if Currently Eligible)	Redemption Notice Period
	2021	2020		
Common/Collective Trusts	<u>\$ 3,232,659</u>	<u>\$ 2,364,423</u>	Daily	Daily

DUKE MANUFACTURING COMPANY RETIREMENT PLAN
NOTES TO FINANCIAL STATEMENTS
December 31, 2021 and 2020

NOTE 4 — CERTIFIED BY TRUSTEE

Information regarding investments and notes receivable from participants held at December 31, 2021 and 2020, and net appreciation in fair value of investments, interest on notes receivable from participants and dividends for the year ended December 31, 2021, disclosed in the accompanying financial statements and supplemental schedules, was obtained or derived from data provided to the plan administrator and certified to as complete and accurate by Fidelity Management Trust Company, the trustee.

NOTE 5 — PLAN TERMINATION

Although it has not expressed any intention to do so, the Company has the right under the Plan to discontinue its contributions at any time and to terminate the Plan subject to the provisions of ERISA. In the event of Plan termination, participants would become 100% vested in their Company contributions.

NOTE 6 — TAX STATUS

The Company has adopted a volume submitter defined contribution plan, and therefore, can rely on the advisory letter issued by the Internal Revenue Service on June 30, 2020 which stated that the Plan is acceptable under section 401 of the Internal Revenue Code. Management believes that the Plan is operating in compliance with all the terms provided in the nonstandardized plan agreement.

The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

NOTE 7 — RISKS AND UNCERTAINTIES

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

DUKE MANUFACTURING COMPANY RETIREMENT PLAN
NOTES TO FINANCIAL STATEMENTS
December 31, 2021 and 2020

NOTE 8 — RECONCILIATION TO FORM 5500

The following is a reconciliation of net assets available for benefits per the financial statements to Schedule H of Form 5500:

	December 31,	
	2021	2020
Net Assets Available for Benefits per the Financial Statements	\$ 44,422,717	\$ 37,829,811
Contributions Receivable - Participant	-	(65,681)
Excess Contributions Payable	<u>12,542</u>	<u>24,391</u>
Net Assets Available for Benefits per Form 5500	<u>\$ 44,435,259</u>	<u>\$ 37,788,521</u>

The following is a reconciliation of total contributions per the financial statements to Schedule H of Form 5500 for the year ended December 31, 2021:

Total Contributions per the Financial Statements	\$ 2,821,506
Contributions Receivable at December 31, 2020	65,681
Excess Contributions Payable at December 31, 2021	<u>12,542</u>
Total Contributions per Form 5500	<u>\$ 2,899,729</u>

The following is a reconciliation of benefits paid to participants per the financial statements to Form 5500 for the year ended December 31, 2021:

Total Benefits Paid to Participants per the Financial Statements	\$ 1,772,974
Excess Contributions Payable at December 31, 2020	<u>24,391</u>
Total Benefit Payments and Corrective Distributions per Form 5500	<u>\$ 1,797,365</u>

SUPPLEMENTAL SCHEDULES

DUKE MANUFACTURING COMPANY RETIREMENT PLAN

EIN #43-1548196, Plan #002

SCHEDULE H, LINE 4a - SCHEDULE OF DELINQUENT PARTICIPANT CONTRIBUTIONS

Year Ended December 31, 2021

Participant Contributions Transferred Late to Plan	Total that Constitute Nonexempt Prohibited Transactions			Total Fully Corrected Under
Check Here if Late Participant Loan Repayments are Included	Contributions Not Corrected	Contributions Corrected Outside VFCP	Contributions Pending Correction in VFCP	VFCP and PTE 2002-51
☒	\$ 36,976	\$ -	\$ 36,976	\$ -

DUKE MANUFACTURING COMPANY RETIREMENT PLAN
EIN #43-1548196, Plan #002
SCHEDULE H, LINE 4i - SCHEDULE OF ASSETS (HELD AT END OF YEAR)
December 31, 2021

{a}	{b} Identity of Issue, Borrower, Lessor, or Similar Party	{c} Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	{d} Cost	{e} Current Value
	American Beacon Small Cap Value Fund	Mutual Fund		\$ 450,816
	American Funds EuroPacific Growth Fund	Mutual Fund		1,646,943
	American Funds Growth Fund of America	Mutual Fund		9,845,411
	Dodge & Cox Stock Fund	Mutual Fund		1,587,477
*	Fidelity 500 Index Fund	Mutual Fund		5,244,422
*	Fidelity International Index Fund	Mutual Fund		300,606
*	Fidelity Small Cap Index Fund	Mutual Fund		190,859
	Ivy Mid Cap Growth Fund Class I	Mutual Fund		258,639
	iShares Developed Real Estate Index Fund	Mutual Fund		241,081
	JPMorgan Mid Cap Value Fund	Mutual Fund		250,510
*	Fidelity Emerging Markets Index	Mutual Fund		160,692
	Oakmark International Small Cap Fund	Mutual Fund		106,574
	Vanguard Small Cap Growth Index Fund	Mutual Fund		553,530
				<u>20,837,560</u>
	IR&M Core Bond Collective Fund	Common/Collective Trust		671,525
	Morley Stable Value Fund	Common/Collective Trust		3,232,659
	Schwab Indexed Retirement Trust 2010	Common/Collective Trust		312,294
	Schwab Indexed Retirement Trust 2015	Common/Collective Trust		960,927
	Schwab Indexed Retirement Trust 2020	Common/Collective Trust		3,499,991
	Schwab Indexed Retirement Trust 2025	Common/Collective Trust		2,664,563
	Schwab Indexed Retirement Trust 2030	Common/Collective Trust		3,337,389
	Schwab Indexed Retirement Trust 2035	Common/Collective Trust		2,204,272
	Schwab Indexed Retirement Trust 2040	Common/Collective Trust		2,365,195
	Schwab Indexed Retirement Trust 2045	Common/Collective Trust		1,717,358
	Schwab Indexed Retirement Trust 2050	Common/Collective Trust		1,370,752
	Schwab Indexed Retirement Trust 2055	Common/Collective Trust		790,788
	Schwab Indexed Retirement Trust 2060	Common/Collective Trust		370,133
				<u>23,497,846</u>
*	Participant Loans	5.25% - 7.50%	\$ -	<u>99,853</u>
				<u>\$ 44,435,259</u>

* Represents a party-in-interest transaction that is not a "prohibited investment" under ERISA.

NOTE: All investments are participant-directed; therefore, cost information is not required.

**DUKE MANUFACTURING COMPANY
RETIREMENT PLAN**

**AUDITED FINANCIAL STATEMENTS
AND
SUPPLEMENTAL SCHEDULES**

**December 31, 2021 and 2020 and
Year Ended December 31, 2021**

DUKE MANUFACTURING COMPANY RETIREMENT PLAN

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INDEPENDENT AUDITOR'S REPORT

To the Plan Administrator
Duke Manufacturing Company
Retirement Plan

Scope and Nature of the ERISA Section 103(a)(3)(C) Audit for the 2021 Financial Statements

We have performed an audit of the financial statements of Duke Manufacturing Company Retirement Plan, an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) (ERISA Section 103(a)(3)(C) audit). The financial statements comprise the statement of net assets available for benefits as of December 31, 2021, and the related statement of changes in net assets available for benefits for the year then ended, and the related notes to the financial statements (2021 Financial Statements).

Management, having determined it is permissible in the circumstances, has elected to have the audit of the 2021 financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. As permitted by ERISA Section 103(a)(3)(C), our audit need not extend to any statements or information related to assets held for investment of the plan (investment information) by a bank or similar institution or insurance carrier that is regulated, supervised, and subject to periodic examination by a state or federal agency, provided that the statements or information regarding assets so held are prepared and certified to by the bank or similar institution or insurance carrier in accordance with 29 CFR 2520.103-5 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA (qualified institution).

Management has obtained a certification from a qualified institution as of and for the year ended December 31, 2021, stating that the certified investment information, as described in Note 4 to the financial statements, is complete and accurate.

Opinion on the 2021 Financial Statements

In our opinion, based on our audit and on the procedures performed as described in the Auditor's Responsibilities for the Audit of the 2021 Financial Statements section –

- the amounts and disclosures in the accompanying 2021 financial statements, other than those agreed to or derived from the certified investment information, are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America.
- the information in the accompanying 2021 financial statements related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Basis for Opinion on the 2021 Financial Statements

We conducted our audit in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the 2021 Financial Statements section of our report. We are required to be independent of Duke Manufacturing Company Retirement Plan and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our ERISA Section 103(a)(3)(C) audit opinion.

Responsibilities of Management for the 2021 Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error. Management's election of the ERISA Section 103(a)(3)(C) audit does not affect management's responsibility for the financial statements.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about Duke Manufacturing Company Retirement Plan's ability to continue as a going concern for one year after the date the financial statements are available to be issued.

Management is also responsible for maintaining a current plan instrument, including all plan amendments, administering the plan, and determining that the plan's transactions that are presented and disclosed in the financial statements are in conformity with the plan's provisions, including maintaining sufficient records with respect to each of the participants, to determine the benefits due or which may become due to such participants.

Auditor's Responsibilities for the Audit of the 2021 Financial Statements

Except as described in the Scope and Nature of the ERISA Section 103(a)(3)(C) Audit of the 2021 Financial Statements section of our report, our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if, there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of Duke Manufacturing Company Retirement Plan's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about Duke Manufacturing Company Retirement Plan's ability to continue as a going concern for a reasonable period of time.

Our audit did not extend to the certified investment information, except for obtaining and reading the certification, comparing the certified investment information with the related information presented and disclosed in the 2021 financial statements, and reading the disclosures relating to the certified investment information to assess whether they are in accordance with the presentation and disclosure requirements of accounting principles generally accepted in the United States of America.

Accordingly, the objective of an ERISA Section 103(a)(3)(C) audit is not to express an opinion about whether the financial statements as a whole are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America.

Auditor's Responsibilities for the Audit of the 2021 Financial Statements (Continued)

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

Other Matters

2021 Supplemental Schedules Required by ERISA

The supplemental schedules of delinquent participant contributions for the year ended December 31, 2021, and schedule of assets (held at end of year) as of December 31, 2021 are presented for purposes of additional analysis and are not a required part of the financial statements but are supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedules, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS. For information included in the supplemental schedules that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

In forming our opinion on the supplemental schedules, we evaluated whether the supplemental schedules, other than the information agreed to or derived from the certified investment information, including their form and content, are presented in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

In our opinion—

- the form and content of the supplemental schedules, other than the information in the supplemental schedules that agreed to or is derived from the certified investment information, are presented, in all material respects, in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.
- the information in the supplemental schedules related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Auditor's Report on the 2020 Financial Statements

We were engaged to audit the 2020 financial statements of Duke Manufacturing Company Retirement Plan. As permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA, the plan administrator instructed us not to perform and we did not perform any auditing procedures with respect to the information certified by a qualified institution. In our report dated July 6, 2021, we indicated that (a) because of the significance of the information that we did not audit, we were not able to obtain sufficient appropriate audit evidence to provide a basis for an audit opinion and accordingly, we did not express an opinion on the 2020 financial statements, and (b) the form and content of the information included in the 2020 financial statements other than that derived from the certified information were presented in compliance with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.



St. Louis, Missouri
July 15, 2022

DUKE MANUFACTURING COMPANY RETIREMENT PLAN
STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS

	December 31,	
	2021	2020
ASSETS		
Investments, at fair value	\$ 44,335,406	\$ 37,652,129
Notes receivable from participants	99,853	136,392
Contributions receivable - Participant	-	65,681
Total assets	44,435,259	37,854,202
LIABILITIES		
Excess contributions payable	12,542	24,391
NET ASSETS AVAILABLE FOR BENEFITS	<u>\$ 44,422,717</u>	<u>\$ 37,829,811</u>

See notes to financial statements.

DUKE MANUFACTURING COMPANY RETIREMENT PLAN
STATEMENT OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS
Year Ended December 31, 2021

INVESTMENT INCOME

Net appreciation in fair value of investments	\$ 4,452,373
Dividends	<u>1,176,846</u>
	<u>5,629,219</u>

INTEREST INCOME ON NOTES RECEIVABLE FROM PARTICIPANTS	<u>8,328</u>
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CONTRIBUTIONS

Company	750,673
Participant	2,033,787
Rollover	<u>37,046</u>
	<u>2,821,506</u>

BENEFITS PAID TO PARTICIPANTS	<u>(1,772,974)</u>
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ADMINISTRATIVE EXPENSES	<u>(93,173)</u>
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NET INCREASE	6,592,906
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NET ASSETS AVAILABLE FOR BENEFITS

Beginning	<u>37,829,811</u>
Ending	<u>\$ 44,422,717</u>

See notes to financial statements.

DUKE MANUFACTURING COMPANY RETIREMENT PLAN
NOTES TO FINANCIAL STATEMENTS
December 31, 2021 and 2020

NOTE 1 — DESCRIPTION OF PLAN

The following description of the Duke Manufacturing Company Retirement Plan (the Plan) provides only general information. Participants should refer to the Plan agreement for a more complete description of the Plan's provisions.

General

The Plan is a defined contribution plan covering all eligible employees of Duke Manufacturing Company (the Company) who have three months of service and are 18 or older. Leased and temporary employees, as well as those covered by a collective bargaining agreement, are not eligible to participate in the Plan. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA).

During the year ended December 31, 2020, the Employer adopted provisions under the Coronavirus Aid, Relief and Economic Securities Act (CARES Act) including Coronavirus-related withdrawals, relief from loan payments, and rules regarding required minimum distributions.

Contributions

Participants may contribute up to 100% of annual eligible compensation, as defined in the Plan. The Plan provides automatic enrollment for employees that meet the eligibility requirements. Unless an eligible employee affirmatively elects otherwise, the employee will automatically be enrolled in the Plan at a deferral rate of 6% of eligible compensation. Participants may designate a portion or all of the deferral contributions as Roth contributions. Participants who have attained age 50 before the end of the Plan year are eligible to make catch-up contributions.

The Company's matching contributions are discretionary and determined as a percentage of participant elected deferrals. Effective July 1, 2020, the Company elected to suspend its matching contributions due to challenging business conditions of COVID-19. Effective April 2021, the Company reinstated matching contributions at 50% of the first 6% of participant contributions.

Discretionary profit sharing contributions are determined annually by the Company's Board of Directors. Profit sharing contributions were \$500 per eligible participant for the year ended December 31, 2020 and were allocated to participant accounts in March 2021.

Contributions are subject to certain limitations. Participants may also transfer funds to the Plan from other qualified retirement plans.

Investment Options

Participants of the Plan elect investment accounts in which their contributions, as well as Company contributions, are invested. The investment account options comprise various degrees of risk and return.

DUKE MANUFACTURING COMPANY RETIREMENT PLAN
NOTES TO FINANCIAL STATEMENTS
December 31, 2021 and 2020

NOTE 1 — DESCRIPTION OF PLAN (Continued)

Participant Accounts

Each participant's account is credited with the participant's contribution, Company matching contributions and discretionary contributions, if any, an allocation of the Company's profit sharing contribution, and investment earnings based on their selected investments. Participant accounts may be charged with an allocation of administrative expenses that are paid by the Plan. Allocations are based on participant earnings, account balances, or specific participant transactions, as defined. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

Vesting

Participants are vested immediately in their contributions plus earnings thereon. Vesting in the Company's contribution portion of their accounts is based on years of service, as follows:

<u>Years of Service</u>	<u>Vesting %</u>
Less than 3	0%
3	100%

Notes Receivable From Participants

Participants may borrow from their accounts a minimum of \$1,000 up to a maximum equal to \$50,000 or 50% of the participant's vested account balance, whichever is less. Loans are granted for hardship purposes only and may be distributed from the participant's deferral account. The loans are secured by the balance in the participant's account and bear interest at 2% above the prime rate as of the date of loan origination. Principal and interest is paid ratably through monthly payroll deductions.

Payment of Benefits

On termination of service, participants may elect to receive an amount equal to the value of the vested interest in their accounts in a single lump-sum amount or rolled over to an individual retirement plan. Participants with a vested account balance of less than \$1,000 must take a lump-sum distribution or request the amount be rolled over to an eligible plan.

The Company may authorize certain withdrawals from a participant's account in the event of proven financial hardship. Hardship withdrawals are subject to specific statutory and regulatory requirements.

Forfeited Accounts

Forfeited balances of terminated participants' nonvested accounts are used to reduce Company contributions. For the year ended December 31, 2021, forfeitures of \$27,598 were used to reduce Company contributions. There were \$214 and \$6,274 of unallocated forfeitures at December 31, 2021 and 2020, respectively.

DUKE MANUFACTURING COMPANY RETIREMENT PLAN
NOTES TO FINANCIAL STATEMENTS
December 31, 2021 and 2020

NOTE 2 — SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of Accounting

The financial statements of the Plan are prepared on the accrual method of accounting.

Use of Estimates

The preparation of financial statements in accordance with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect certain reported amounts and disclosures. Accordingly, actual results may differ from those estimates.

Investment Valuation and Income Recognition

Investments are reported at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date.

Purchases and sales of securities are recorded on a trade-date basis. Interest income on notes receivable from participants is recorded on the accrual basis. Dividends are recorded on the ex-dividend date. Net appreciation includes the Plan's gains and losses on investments bought and sold as well as held during the year.

Notes Receivable From Participants

Notes receivable from participants are measured at their unpaid principal balance plus any accrued but unpaid interest. Delinquent participant loans are reclassified as distributions based upon the terms of the plan document.

Payment of Benefits

Benefits are recorded when paid.

Expenses

Plan expenses primarily consist of recordkeeping fees. Fees related to the administration of notes receivable from participants and benefit payments to participants are charged directly to the participant's account and are included in administrative expenses. Investment related expenses are included in net appreciation of fair value of investments. Certain expenses of maintaining the Plan are paid directly by the Company and are excluded from these financial statements.

Subsequent Events

Subsequent events were evaluated through July 15, 2022, which is the date the financial statements were available to be issued.

DUKE MANUFACTURING COMPANY RETIREMENT PLAN
NOTES TO FINANCIAL STATEMENTS
December 31, 2021 and 2020

NOTE 3 — FAIR VALUE MEASUREMENTS

The framework for measuring fair value provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (level 1) and the lowest priority to unobservable inputs (level 3). The three levels of the fair value hierarchy are described as follows:

Level 1: Inputs to the valuation methodology are unadjusted quoted prices for identical assets or liabilities in active markets that the Plan has the ability to access.

Level 2: Inputs to the valuation methodology include:

- quoted prices for similar assets or liabilities in active markets;
- quoted prices for identical or similar assets or liabilities in inactive markets;
- inputs other than quoted prices that are observable for the asset or liability;
- inputs that are derived principally from or corroborated by observable market data by correlation or other means.

If the asset or liability has a specified (contractual) term, the level 2 input must be observable for substantially the full term of the asset or liability.

Level 3: Inputs to the valuation methodology are unobservable and significant to the fair value measurement.

The asset or liability's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques maximize the use of relevant observable inputs and minimize the use of unobservable inputs.

Following is a description of the valuation methodologies used for assets measured at fair value. There have been no changes in the methodologies used at December 31, 2021 and 2020.

Mutual funds: valued at the daily closing price reported by the fund, which is the quoted net asset value (NAV) of shares.

Common/collective trusts: valued at the NAV of units of the fund, which is based on the readily determined fair value of the underlying investment securities. The stable value common/collective trust invests in a fund in which the underlying assets consist primarily of fully benefit-responsive investment contracts. The fund is valued at NAV, the practical expedient to estimate fair value. Participant transactions may occur daily.

DUKE MANUFACTURING COMPANY RETIREMENT PLAN
NOTES TO FINANCIAL STATEMENTS
December 31, 2021 and 2020

NOTE 3 — FAIR VALUE MEASUREMENTS (Continued)

The following table sets forth by level, within the fair value hierarchy, the Plan's assets at fair value:

	Assets at Fair Values as of December 31, 2021			
	Level 1	Level 2	Level 3	Total
Mutual Funds	\$ 20,837,560	\$ -	\$ -	\$ 20,837,560
Common/Collective Trusts	-	20,265,187	-	20,265,187
	<u>\$ 20,837,560</u>	<u>\$ 20,265,187</u>	<u>\$ -</u>	<u>41,102,747</u>
Common/Collective Trusts - Measured at Net Asset Value *				<u>3,232,659</u>
				<u>\$ 44,435,406</u>

	Assets at Fair Values as of December 31, 2020			
	Level 1	Level 2	Level 3	Total
Mutual Funds	\$ 17,599,900	\$ -	\$ -	\$ 17,599,900
Common/Collective Trusts	-	17,687,806	-	17,687,806
	<u>\$ 17,599,900</u>	<u>\$ 17,687,806</u>	<u>\$ -</u>	<u>35,287,706</u>
Common/Collective Trusts - Measured at Net Asset Value *				<u>2,364,423</u>
				<u>\$ 37,652,129</u>

* Certain investments that are measured at NAV per share (or its equivalent) have not been classified in the fair value hierarchy. The fair value amounts presented in this table are intended to permit reconciliation of the fair value hierarchy to the amounts presented in the statement of net assets available for benefits.

The following table presents additional information for Plan investments that calculate net asset value per share (or its equivalent).

	Estimated Fair Value December 31,		Redemption Frequency (if Currently Eligible)	Redemption Notice Period
	2021	2020		
Common/Collective Trusts	<u>\$ 3,232,659</u>	<u>\$ 2,364,423</u>	Daily	Daily

DUKE MANUFACTURING COMPANY RETIREMENT PLAN
NOTES TO FINANCIAL STATEMENTS
December 31, 2021 and 2020

NOTE 4 — CERTIFIED BY TRUSTEE

Information regarding investments and notes receivable from participants held at December 31, 2021 and 2020, and net appreciation in fair value of investments, interest on notes receivable from participants and dividends for the year ended December 31, 2021, disclosed in the accompanying financial statements and supplemental schedules, was obtained or derived from data provided to the plan administrator and certified to as complete and accurate by Fidelity Management Trust Company, the trustee.

NOTE 5 — PLAN TERMINATION

Although it has not expressed any intention to do so, the Company has the right under the Plan to discontinue its contributions at any time and to terminate the Plan subject to the provisions of ERISA. In the event of Plan termination, participants would become 100% vested in their Company contributions.

NOTE 6 — TAX STATUS

The Company has adopted a volume submitter defined contribution plan, and therefore, can rely on the advisory letter issued by the Internal Revenue Service on June 30, 2020 which stated that the Plan is acceptable under section 401 of the Internal Revenue Code. Management believes that the Plan is operating in compliance with all the terms provided in the nonstandardized plan agreement.

The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

NOTE 7 — RISKS AND UNCERTAINTIES

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

DUKE MANUFACTURING COMPANY RETIREMENT PLAN
NOTES TO FINANCIAL STATEMENTS
December 31, 2021 and 2020

NOTE 8 — RECONCILIATION TO FORM 5500

The following is a reconciliation of net assets available for benefits per the financial statements to Schedule H of Form 5500:

	December 31,	
	2021	2020
Net Assets Available for Benefits per the Financial Statements	\$ 44,422,717	\$ 37,829,811
Contributions Receivable - Participant	-	(65,681)
Excess Contributions Payable	<u>12,542</u>	<u>24,391</u>
Net Assets Available for Benefits per Form 5500	<u>\$ 44,435,259</u>	<u>\$ 37,788,521</u>

The following is a reconciliation of total contributions per the financial statements to Schedule H of Form 5500 for the year ended December 31, 2021:

Total Contributions per the Financial Statements	\$ 2,821,506
Contributions Receivable at December 31, 2020	65,681
Excess Contributions Payable at December 31, 2021	<u>12,542</u>
Total Contributions per Form 5500	<u>\$ 2,899,729</u>

The following is a reconciliation of benefits paid to participants per the financial statements to Form 5500 for the year ended December 31, 2021:

Total Benefits Paid to Participants per the Financial Statements	\$ 1,772,974
Excess Contributions Payable at December 31, 2020	<u>24,391</u>
Total Benefit Payments and Corrective Distributions per Form 5500	<u>\$ 1,797,365</u>

SUPPLEMENTAL SCHEDULES

DUKE MANUFACTURING COMPANY RETIREMENT PLAN

EIN #43-1548196, Plan #002

SCHEDULE H, LINE 4a - SCHEDULE OF DELINQUENT PARTICIPANT CONTRIBUTIONS

Year Ended December 31, 2021

Participant Contributions Transferred Late to Plan	Total that Constitute Nonexempt Prohibited Transactions			Total Fully Corrected Under
Check Here if Late Participant Loan Repayments are Included	Contributions Not Corrected	Contributions Corrected Outside VFCP	Contributions Pending Correction in VFCP	VFCP and PTE 2002-51
☒	\$ 36,976	\$ -	\$ 36,976	\$ -

DUKE MANUFACTURING COMPANY RETIREMENT PLAN
EIN #43-1548196, Plan #002
SCHEDULE H, LINE 4i - SCHEDULE OF ASSETS (HELD AT END OF YEAR)
December 31, 2021

{a}	{b} Identity of Issue, Borrower, Lessor, or Similar Party	{c} Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	{d} Cost	{e} Current Value
	American Beacon Small Cap Value Fund	Mutual Fund		\$ 450,816
	American Funds EuroPacific Growth Fund	Mutual Fund		1,646,943
	American Funds Growth Fund of America	Mutual Fund		9,845,411
	Dodge & Cox Stock Fund	Mutual Fund		1,587,477
*	Fidelity 500 Index Fund	Mutual Fund		5,244,422
*	Fidelity International Index Fund	Mutual Fund		300,606
*	Fidelity Small Cap Index Fund	Mutual Fund		190,859
	Ivy Mid Cap Growth Fund Class I	Mutual Fund		258,639
	iShares Developed Real Estate Index Fund	Mutual Fund		241,081
	JPMorgan Mid Cap Value Fund	Mutual Fund		250,510
*	Fidelity Emerging Markets Index	Mutual Fund		160,692
	Oakmark International Small Cap Fund	Mutual Fund		106,574
	Vanguard Small Cap Growth Index Fund	Mutual Fund		553,530
				<u>20,837,560</u>
	IR&M Core Bond Collective Fund	Common/Collective Trust		671,525
	Morley Stable Value Fund	Common/Collective Trust		3,232,659
	Schwab Indexed Retirement Trust 2010	Common/Collective Trust		312,294
	Schwab Indexed Retirement Trust 2015	Common/Collective Trust		960,927
	Schwab Indexed Retirement Trust 2020	Common/Collective Trust		3,499,991
	Schwab Indexed Retirement Trust 2025	Common/Collective Trust		2,664,563
	Schwab Indexed Retirement Trust 2030	Common/Collective Trust		3,337,389
	Schwab Indexed Retirement Trust 2035	Common/Collective Trust		2,204,272
	Schwab Indexed Retirement Trust 2040	Common/Collective Trust		2,365,195
	Schwab Indexed Retirement Trust 2045	Common/Collective Trust		1,717,358
	Schwab Indexed Retirement Trust 2050	Common/Collective Trust		1,370,752
	Schwab Indexed Retirement Trust 2055	Common/Collective Trust		790,788
	Schwab Indexed Retirement Trust 2060	Common/Collective Trust		370,133
				<u>23,497,846</u>
*	Participant Loans	5.25% - 7.50%	\$ -	<u>99,853</u>
				<u>\$ 44,435,259</u>

* Represents a party-in-interest transaction that is not a "prohibited investment" under ERISA.

NOTE: All investments are participant-directed; therefore, cost information is not required.



7/22/2022

Department of Labor
Internal Revenue Service

RE: Duke Manufacturing Company Retirement Plan – Plan Year 2021 Delinquent Contributions

To Whom it May Concern,

During Plan Year 2021, the Duke Manufacturing Company Retirement Plan made delinquent contributions to employee 401k accounts. All delinquent contributions were associated with its Kitchen Equipment Fabricating Company (dba CounterCraft) subsidiary located in Houston Texas. The delinquent contributions are summarized in the table below:

Payroll Date	Funding Date	Days Lapsed	Contribution Amount	QNEC Completion Date
March 9, 2021	April 8, 2021	22	\$27,500.00	July 6, 2021
May 23, 2021	June 15, 2021	16	<u>\$9,476.46</u>	August 26, 2021
Total			\$36,976.46	

All 2021 contributions were reported and funded in 2021. The two contributions referenced in the table above were funded later than normal and have therefore been considered delinquent contributions.

Since the funding date for the two contributions referenced in the table above occurred beyond the normal timing, Duke worked with Fidelity, its 401k Plan custodian, to make a Qualified Non-Elective Employer Contribution (QNEC) in accordance with EPCRS in order to compensate the impacted employees for lost market gains. The QNEC for each delinquent contribution and the corresponding communication with Fidelity, including the earnings calculation, is attached for reference.

Duke has reviewed its contribution funding process and has implemented additional controls to monitor and help ensure that future contributions are made in a timely manner (i.e. as soon as reasonably possible).

Sincerely,

Stacey D. Snyder
CFO
Duke Manufacturing



2305 N. Broadway
St. Louis, MO 63102



Toll Free: 1.800.735.3853
Phone: 314.231.1130
Fax: 314.231.5074



www.dukemfg.com

Service Request: W292333-15JUN21

Resolved

Owner:

Donahue,Nicole

Participant

None None

Benefit

DC

Type

Correct payroll contributions

Plan

DUKE - 40567

Follow-up with Fidelity | [Attach a New Note for Myself](#)

Notes	Files	Original Request
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By Fidelity

07/06/2021 01:17:21PM

Thank you for your request. The funding for this request has been received and this request is now completed.

Thank You,
Customer Account Resolution
Fidelity Investments

By Plan Sponsor

07/01/2021 02:16:40PM

Sorry I have been out of town on vacation. We will be funding this today via wire. Thanks!

By Fidelity

06/28/2021 11:42:57AM

We have completed the corrective processing associated with your service request or letter of direction. The final principal adjustment value is \$0.00 and the final market value adjustment value of \$1082.90.

As a result of this processing, your plan will need to please fund \$1082.90.

****IMPORTANT****

Please DO NOT load this information as a Contribution batch via PSW. Loading this through PSW or sending an additional batch will result in a duplicate posting and additional adjustments will be needed. All processing has already posted to the participant(s) account. Please ONLY send a wire to Fidelity. If you have any questions regarding sending a wire without an accompanying batch please contact your Client Service team.

Please note:
The account is deemed to have been made 'whole' with the final adjustments.

Due to regulatory statutes, it is required that funding be received within 3 business days after the full completion of the correctional request. If funding is not received by 07/01/2021, a final attempt will be made to pull the balance from the plan's primary Auto debit account, if one is established.

****Contact us immediately via PSW note to opt out of this funding**

method**

If the final attempt to obtain funding via the plan's primary Auto Debit account is unsuccessful, the adjustments will be reversed on the next business day and the request will be considered closed.

WIRE INSTRUCTIONS:
Bank NAME: Deutsche Bank
Bank ABA #: 021001033
Account Number: 00163002
Account Name: FPRS Depository Account
Beneficiary Reference: PLAN40567

Adjustments to individual accounts can be viewed through PSW. If the correction involves multiple participants, a plan level report of the adjustments may be ordered through the report tab on PSW.

Thank You,
Customer Account Resolution
Fidelity Investments
794311.5.0

By Fidelity **06/25/2021 03:17:54PM**

Thank you for your service request. Direction in this request does not specify an earnings method for one or more sources of contributions. As such, Fidelity will calculate earnings using the below methods unless direction is provided to use a different earnings method. Please refer to the attached Earnings Method Overview for further details.

Delinquent participant contributions, delinquent loan repayments, and earnings for the correction period that occurred prior to Fidelity recordkeeping the plan will use the Department of Labor (DOL) calculator unless you provide us with direction to use another method.

All other corrections will have earnings calculated based on Actual investments as follows:

- If the participant made an investment election (including one that was not properly implemented) then the standard default earnings method is actual.
- If the participant failed to make an investment election and he/she did not have any investment history in his/her account the QDIA (qualified default investment alternative) or Plan's Weighted Average may be used.

Note: Fidelity will allocate any missed employee contributions to the Plan's qualified non-elective contribution source unless you provide specific direction about the appropriate source that should be used.

Please contact your Fidelity Representative for further information.

Thank You,
Customer Account Resolution
Fidelity Investments
914316.1.0



Source/Loan ID	Original Amount Submitted	Fiscal Year	Original Posting Date	Correction Date	Gain/Loss
03	\$500.00	2021	3/9/2021	4/9/2021	\$10.96
03	\$500.00	2021	3/9/2021	4/9/2021	\$22.04
03	\$500.00	2021	3/9/2021	4/9/2021	\$10.53
03	\$500.00	2021	3/9/2021	4/9/2021	\$21.07
03	\$500.00	2021	3/9/2021	4/9/2021	\$18.30
03	\$500.00	2021	3/9/2021	4/9/2021	\$21.07
03	\$500.00	2021	3/9/2021	4/9/2021	\$19.79
03	\$500.00	2021	3/9/2021	4/9/2021	\$16.35
03	\$500.00	2021	3/9/2021	4/9/2021	\$19.79
03	\$500.00	2021	3/9/2021	4/9/2021	\$13.63
03	\$500.00	2021	3/9/2021	4/9/2021	\$19.79
03	\$500.00	2021	3/9/2021	4/9/2021	\$18.30
03	\$500.00	2021	3/9/2021	4/9/2021	\$22.52
03	\$500.00	2021	3/9/2021	4/9/2021	\$21.07
03	\$500.00	2021	3/9/2021	4/9/2021	\$10.96
03	\$500.00	2021	3/9/2021	4/9/2021	\$22.04
03	\$500.00	2021	3/9/2021	4/9/2021	\$13.63
03	\$500.00	2021	3/9/2021	4/9/2021	\$16.35
03	\$500.00	2021	3/9/2021	4/9/2021	\$22.52
03	\$500.00	2021	3/9/2021	4/9/2021	\$21.07
03	\$500.00	2021	3/9/2021	4/9/2021	\$18.30
03	\$500.00	2021	3/9/2021	4/9/2021	\$14.61
03	\$500.00	2021	3/9/2021	4/9/2021	\$10.96
03	\$500.00	2021	3/9/2021	4/9/2021	\$22.04
03	\$500.00	2021	3/9/2021	4/9/2021	\$22.04
03	\$500.00	2021	3/9/2021	4/9/2021	\$23.01
03	\$500.00	2021	3/9/2021	4/9/2021	\$18.30
03	\$500.00	2021	3/9/2021	4/9/2021	\$21.07
03	\$500.00	2021	3/9/2021	4/9/2021	\$22.04
03	\$500.00	2021	3/9/2021	4/9/2021	\$22.04
03	\$500.00	2021	3/9/2021	4/9/2021	\$24.44
03	\$500.00	2021	3/9/2021	4/9/2021	\$18.30
03	\$500.00	2021	3/9/2021	4/9/2021	\$10.96
03	\$500.00	2021	3/9/2021	4/9/2021	\$22.52
03	\$500.00	2021	3/9/2021	4/9/2021	\$18.30
03	\$500.00	2021	3/9/2021	4/9/2021	\$22.52
03	\$500.00	2021	3/9/2021	4/9/2021	\$22.52
03	\$500.00	2021	3/9/2021	4/9/2021	\$23.01
03	\$500.00	2021	3/9/2021	4/9/2021	\$23.01
03	\$500.00	2021	3/9/2021	4/9/2021	\$23.01
03	\$500.00	2021	3/9/2021	4/9/2021	\$23.01
03	\$500.00	2021	3/9/2021	4/9/2021	\$22.52
03	\$500.00	2021	3/9/2021	4/9/2021	\$22.52
03	\$500.00	2021	3/9/2021	4/9/2021	\$22.04
03	\$500.00	2021	3/9/2021	4/9/2021	\$22.04
03	\$500.00	2021	3/9/2021	4/9/2021	\$23.01
03	\$500.00	2021	3/9/2021	4/9/2021	\$23.01
03	\$500.00	2021	3/9/2021	4/9/2021	\$16.35
03	\$500.00	2021	3/9/2021	4/9/2021	\$13.63
03	\$500.00	2021	3/9/2021	4/9/2021	\$23.01
03	\$500.00	2021	3/9/2021	4/9/2021	\$21.07
03	\$500.00	2021	3/9/2021	4/9/2021	\$21.07
03	\$500.00	2021	3/9/2021	4/9/2021	\$23.01
03	\$500.00	2021	3/9/2021	4/9/2021	\$19.79
03	\$500.00	2021	3/9/2021	4/9/2021	\$22.04
				Total	\$1,082.90

Service Request: W201484-20JUL21

Resolved

Owner:

Donahue,Nicole

Participant

None None

Benefit

DC

Type

Correct payroll contributions

Plan

DUKE - 40567

Follow-up with Fidelity | [Attach a New Note for Myself](#)

Notes	Files	Original Request
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By Fidelity

08/26/2021 01:00:48PM

Thank you for your request. The funding for this request has been received and this request is now completed.

Thank You,
Customer Account Resolution
Fidelity Investments

By Plan Sponsor

08/24/2021 01:48:28PM

\$64.57 will be wired today.

Thanks!

By Fidelity

08/19/2021 01:55:11PM

We have completed the corrective processing associated with your service request or letter of direction. The final principal adjustment value is \$0.00 and the final market value adjustment value of \$64.57.

As a result of this processing, your plan will need to please fund \$64.57.

****IMPORTANT****

Please DO NOT load this information as a Contribution batch via PSW. Loading this through PSW or sending an additional batch will result in a duplicate posting and additional adjustments will be needed. All processing has already posted to the participant(s) account. Please ONLY send a wire to Fidelity. If you have any questions regarding sending a wire without an accompanying batch please contact your Client Service team

Please note:

The account will be deemed to have been made 'whole' with the final adjustments.

Due to regulatory statutes, it is required that funding be received within 3 business days after the full completion of the correctional request. If funding is not received by 08/24/2021, a final attempt will be made to pull the balance from the plan's primary Auto debit account, if one is established.

****Contact us immediately via PSW note to opt out of this funding method****

If the final attempt to obtain funding via the plan's primary Auto Debit account is unsuccessful, the adjustments will be reversed on the next business day and the request will be considered closed.

WIRE INSTRUCTIONS:

Bank NAME: Deutsche Bank
Bank ABA #: 021001033
Account Number: 00163002
Account Name: FPRS Depository Account
Beneficiary Reference: PLANXXXXX

YOUR 5 DIGIT PLAN NUMBER GOES IN PLACE OF THE X's ABOVE

Adjustments to individual accounts can be viewed through PSW. If the correction involves multiple participants, a plan level report of the adjustments may be ordered through the report tab on PSW.

Thank You,
Customer Account Resolution
Fidelity Investments
794311.5.0

By Fidelity **08/12/2021 08:36:51PM**

Thank you for your service request. Direction in this request does not specify an earnings method for one or more sources of contributions. As such, Fidelity will calculate earnings using the below methods unless direction is provided to use a different earnings method. Please refer to the attached Earnings Method Overview for further details.

Delinquent participant contributions, delinquent loan repayments, and earnings for the correction period that occurred prior to Fidelity recordkeeping the plan will use the Department of Labor (DOL) calculator unless you provide us with direction to use another method.

All other corrections will have earnings calculated based on Actual investments as follows:

- If the participant made an investment election (including one that was not properly implemented) then the standard default earnings method is actual.
- If the participant failed to make an investment election and he/she did not have any investment history in his/her account the QDIA (qualified default investment alternative) or Plan's Weighted Average may be used.

Note: Fidelity will allocate any missed employee contributions to the Plan's qualified non-elective contribution source unless you provide specific direction about the appropriate source that should be used.

Please contact your Fidelity Representative for further information.

Thank You,
Customer Account Resolution

SRC	CLS	AMOUNT	ERROR_DATE	SELF_CORRECTION_DATE	FISCAL_YEAR	C_TOTALEARNINGS
01	000	1103.74	5/24/2021	6/16/2021	2021	2.1
01	000	56.84	5/24/2021	6/16/2021	2021	0.11
01	000	102.51	5/24/2021	6/16/2021	2021	0.19
01	000	125.86	5/24/2021	6/16/2021	2021	0.24
01	000	203.13	5/24/2021	6/16/2021	2021	0.39
01	000	486.84	5/24/2021	6/16/2021	2021	0.93
01	000	106.88	5/24/2021	6/16/2021	2021	0.2
01	000	645.7	5/24/2021	6/16/2021	2021	1.23
01	000	450.39	5/24/2021	6/16/2021	2021	0.86
01	000	120.78	5/24/2021	6/16/2021	2021	0.23
01	000	100.87	5/24/2021	6/16/2021	2021	0.19
01	000	142.3	5/24/2021	6/16/2021	2021	0.27
01	000	136.96	5/24/2021	6/16/2021	2021	0.26
01	000	23.76	5/24/2021	6/16/2021	2021	0.05
01	000	146.38	5/24/2021	6/16/2021	2021	0.28
01	000	93.33	5/24/2021	6/16/2021	2021	0.18
01	000	143.75	5/24/2021	6/16/2021	2021	0.27
01	000	81.79	5/24/2021	6/16/2021	2021	0.16
01	000	146.22	5/24/2021	6/16/2021	2021	0.28
01	000	164.02	5/24/2021	6/16/2021	2021	0.31
01	000	120.44	5/24/2021	6/16/2021	2021	0.23
01	000	91.34	5/24/2021	6/16/2021	2021	0.17
01	000	97.64	5/24/2021	6/16/2021	2021	0.19
01	000	38.14	5/24/2021	6/16/2021	2021	0.07
01	000	109.56	5/24/2021	6/16/2021	2021	0.21
01	000	78.12	5/24/2021	6/16/2021	2021	0.15
01	000	36.87	5/24/2021	6/16/2021	2021	0.07
01	000	51.5	5/24/2021	6/16/2021	2021	0.1
01	000	80.64	5/24/2021	6/16/2021	2021	0.15
01	000	70.01	5/24/2021	6/16/2021	2021	0.13
01	000	107.16	5/24/2021	6/16/2021	2021	0.2
01	000	60.56	5/24/2021	6/16/2021	2021	0.12
01	000	84.5	5/24/2021	6/16/2021	2021	0.16
01	000	57	5/24/2021	6/16/2021	2021	0.11
01	000	48.46	5/24/2021	6/16/2021	2021	0.09
01	000	90.4	5/24/2021	6/16/2021	2021	0.17
01	000	107.1	5/24/2021	6/16/2021	2021	0.2
01	000	134.62	5/24/2021	6/16/2021	2021	0.26
01	000	62.04	5/24/2021	6/16/2021	2021	0.12
01	000	42.95	5/24/2021	6/16/2021	2021	0.08
01	000	131.83	5/24/2021	6/16/2021	2021	0.25
01	000	118.49	5/24/2021	6/16/2021	2021	0.23
01	000	120.85	5/24/2021	6/16/2021	2021	0.23
07	000	220.75	5/24/2021	6/16/2021	2021	2.55
07	000	28.42	5/24/2021	6/16/2021	2021	0.34
07	000	51.26	5/24/2021	6/16/2021	2021	1.25
07	000	62.93	5/24/2021	6/16/2021	2021	1.46
07	000	101.57	5/24/2021	6/16/2021	2021	1.51

SRC	CLS	AMOUNT	ERROR_DATE	SELF_CORRECTION_DATE	FISCAL_YEAR	C_TOTALEARNINGS
07	000	162.28	5/24/2021	6/16/2021	2021	3.22
07	000	53.44	5/24/2021	6/16/2021	2021	1.24
07	000	129.14	5/24/2021	6/16/2021	2021	2.15
07	000	135.12	5/24/2021	6/16/2021	2021	2.92
07	000	60.39	5/24/2021	6/16/2021	2021	1.31
07	000	50.44	5/24/2021	6/16/2021	2021	0.89
07	000	118.58	5/24/2021	6/16/2021	2021	2.35
07	000	68.48	5/24/2021	6/16/2021	2021	1.7
07	000	11.88	5/24/2021	6/16/2021	2021	0.28
07	000	73.19	5/24/2021	6/16/2021	2021	0.88
07	000	46.67	5/24/2021	6/16/2021	2021	1.15
07	000	71.88	5/24/2021	6/16/2021	2021	1.07
07	000	40.9	5/24/2021	6/16/2021	2021	1.01
07	000	73.11	5/24/2021	6/16/2021	2021	1.45
07	000	70.29	5/24/2021	6/16/2021	2021	1.95
07	000	60.22	5/24/2021	6/16/2021	2021	0.72
07	000	45.67	5/24/2021	6/16/2021	2021	1.12
07	000	48.82	5/24/2021	6/16/2021	2021	1.19
07	000	19.07	5/24/2021	6/16/2021	2021	0.48
07	000	54.78	5/24/2021	6/16/2021	2021	1.27
07	000	58.59	5/24/2021	6/16/2021	2021	1.43
07	000	18.44	5/24/2021	6/16/2021	2021	0.37
07	000	25.75	5/24/2021	6/16/2021	2021	0.31
07	000	40.32	5/24/2021	6/16/2021	2021	0.8
07	000	35.01	5/24/2021	6/16/2021	2021	0.87
07	000	53.58	5/24/2021	6/16/2021	2021	1.36
07	000	30.28	5/24/2021	6/16/2021	2021	0.77
07	000	42.25	5/24/2021	6/16/2021	2021	1.07
07	000	28.5	5/24/2021	6/16/2021	2021	0.72
07	000	24.23	5/24/2021	6/16/2021	2021	0.61
07	000	45.2	5/24/2021	6/16/2021	2021	1.12
07	000	53.55	5/24/2021	6/16/2021	2021	1.33
07	000	57.69	5/24/2021	6/16/2021	2021	1.41
07	000	31.02	5/24/2021	6/16/2021	2021	0.76
07	000	21.48	5/24/2021	6/16/2021	2021	0.55
07	000	65.91	5/24/2021	6/16/2021	2021	0.98
07	000	44.43	5/24/2021	6/16/2021	2021	1.04
07	000	60.43	5/24/2021	6/16/2021	2021	0.9
09	000	94.86	5/24/2021	6/16/2021	2021	0.18
09	000	58.59	5/24/2021	6/16/2021	2021	0.11
					Total	64.57