

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 single-employer plan ☐ a multiple-employer plan (Filers checking this box must attach a list of participating employer information in accordance with the form instructions.) ☐ a DFE (specify) _____
B	This return/report is: ☐ the first return/report ☐ an amended return/report ☐ the final 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 ☐ special extension (enter description) ☐ automatic extension ☐ the DFVC program
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>MERICHEM COMPANY SAVINGS PLAN</u>
1b	Three-digit plan number (PN) ▶ <u>002</u>
1c	Effective date of plan <u>01/01/1969</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>MERICHEM COMPANY</u> <u>5455 OLD SPANISH TRAIL</u> <u>HOUSTON, TX 77023</u>
2b	Employer Identification Number (EIN) <u>74-1539883</u>
2c	Plan Sponsor's telephone number <u>713-428-5000</u>
2d	Business code (see instructions) <u>325200</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.	10/11/2022	PAUL SPICKER
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE	Filed with authorized/valid electronic signature.	10/11/2022	PAUL SPICKER
	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.

Form 5500 (2021)
v. 210624

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	210
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)	155
a(2) Total number of active participants at the end of the plan year		6a(2)	135
b Retired or separated participants receiving benefits.....		6b	1
c Other retired or separated participants entitled to future benefits		6c	61
d Subtotal. Add lines 6a(2) , 6b , and 6c		6d	197
e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.		6e	0
f Total. Add lines 6d and 6e		6f	197
g Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)		6g	197
h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested		6h	2
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: 2E 2J 2F 2G 2K 2S 3D 2T			
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>1</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 A (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Insurance 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. ▶ Insurance companies are required to provide the information pursuant to ERISA section 103(a)(2).	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 MERICHEM COMPANY SAVINGS PLAN	B Three-digit plan number (PN) ▶ 002
C Plan sponsor's name as shown on line 2a of Form 5500 MERICHEM COMPANY	D Employer Identification Number (EIN) 74-1539883

Part I	Information Concerning Insurance Contract Coverage, Fees, and Commissions	Provide information for each contract on a separate Schedule A. Individual contracts grouped as a unit in Parts II and III can be reported on a single Schedule A.
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1 Coverage Information:

(a) Name of insurance carrier
PRUDENTIAL RETIREMENT INSURANCE AND ANNUITY COMPANY

(b) EIN	(c) NAIC code	(d) Contract or identification number	(e) Approximate number of persons covered at end of policy or contract year	Policy or contract year	
				(f) From	(g) To
06-1050034	93629	038513	197	01/01/2021	12/31/2021

2 Insurance fee and commission information. Enter the total fees and total commissions paid. List in line 3 the agents, brokers, and other persons in descending order of the amount paid.

(a) Total amount of commissions paid	(b) Total amount of fees paid
0	0

3 Persons receiving commissions and fees. (Complete as many entries as needed to report all persons).

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	

Part II Investment and Annuity Contract Information

Where individual contracts are provided, the entire group of such individual contracts with each carrier may be treated as a unit for purposes of this report.

4	Current value of plan's interest under this contract in the general account at year end	4	13663148
5	Current value of plan's interest under this contract in separate accounts at year end.....	5	11350983

6 Contracts With Allocated Funds:**a** State the basis of premium rates ▶

b	Premiums paid to carrier	6b	
c	Premiums due but unpaid at the end of the year	6c	
d	If the carrier, service, or other organization incurred any specific costs in connection with the acquisition or retention of the contract or policy, enter amount. Specify nature of costs ▶	6d	

e Type of contract: (1) ☐ individual policies (2) ☐ group deferred annuity
(3) ☐ other (specify) ▶

f If contract purchased, in whole or in part, to distribute benefits from a terminating plan, check here ▶ ☐**7** Contracts With Unallocated Funds (Do not include portions of these contracts maintained in separate accounts)

a Type of contract: (1) ☐ deposit administration (2) ☐ immediate participation guarantee
(3) ☐ guaranteed investment (4) ☒ other ▶ **GUARANTEED GENERAL ACCOUNT CONTRACT**

b	Balance at the end of the previous year	7b	19228342
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c	Additions: (1) Contributions deposited during the year	7c(1)	478039	
	(2) Dividends and credits.....	7c(2)		
	(3) Interest credited during the year.....	7c(3)	248504	
	(4) Transferred from separate account.....	7c(4)	855827	
	(5) Other (specify below).....	7c(5)	1751291	

▶ **FORFEITURE CREDITS LOAN REPAYMENTS TRANSFERS IN**

(6) Total additions	7c(6)	3333661
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d	Total of balance and additions (add lines 7b and 7c(6))	7d	22562003
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e	Deductions:			
	(1) Disbursed from fund to pay benefits or purchase annuities during year	7e(1)	4052136	
	(2) Administration charge made by carrier.....	7e(2)	444	
	(3) Transferred to separate account.....	7e(3)	374803	
	(4) Other (specify below).....	7e(4)	4471472	

▶ **FORF. DR., TRANSFERS OUT LOAN INITIATIONS MISCELLANEOUS OUT**

(5) Total deductions	7e(5)	8898855
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f	Balance at the end of the current year (subtract line 7e(5) from line 7d)	7f	13663148
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Part III Welfare Benefit Contract Information

If more than one contract covers the same group of employees of the same employer(s) or members of the same employee organizations(s), the information may be combined for reporting purposes if such contracts are experience-rated as a unit. Where contracts cover individual employees, the entire group of such individual contracts with each carrier may be treated as a unit for purposes of this report.

8 Benefit and contract type (check all applicable boxes)

- a** ☐ Health (other than dental or vision)
b ☐ Dental
c ☐ Vision
d ☐ Life insurance
e ☐ Temporary disability (accident and sickness)
f ☐ Long-term disability
g ☐ Supplemental unemployment
h ☐ Prescription drug
i ☐ Stop loss (large deductible)
j ☐ HMO contract
k ☐ PPO contract
l ☐ Indemnity contract
m ☐ Other (specify) ▶

9 Experience-rated contracts:

a Premiums: (1) Amount received	9a(1)		
(2) Increase (decrease) in amount due but unpaid	9a(2)		
(3) Increase (decrease) in unearned premium reserve	9a(3)		
(4) Earned ((1) + (2) - (3))		9a(4)	
b Benefit charges (1) Claims paid	9b(1)		
(2) Increase (decrease) in claim reserves	9b(2)		
(3) Incurred claims (add (1) and (2))		9b(3)	
(4) Claims charged		9b(4)	
c Remainder of premium: (1) Retention charges (on an accrual basis) --			
(A) Commissions	9c(1)(A)		
(B) Administrative service or other fees	9c(1)(B)		
(C) Other specific acquisition costs	9c(1)(C)		
(D) Other expenses	9c(1)(D)		
(E) Taxes	9c(1)(E)		
(F) Charges for risks or other contingencies	9c(1)(F)		
(G) Other retention charges	9c(1)(G)		
(H) Total retention		9c(1)(H)	
(2) Dividends or retroactive rate refunds. (These amounts were ☐ paid in cash, or ☐ credited.)		9c(2)	
d Status of policyholder reserves at end of year: (1) Amount held to provide benefits after retirement		9d(1)	
(2) Claim reserves		9d(2)	
(3) Other reserves		9d(3)	
e Dividends or retroactive rate refunds due. (Do not include amount entered in line 9c(2).)		9e	

10 Nonexperience-rated contracts:

a Total premiums or subscription charges paid to carrier	10a	
b If the carrier, service, or other organization incurred any specific costs in connection with the acquisition or retention of the contract or policy, other than reported in Part I, line 2 above, report amount. Specify nature of costs.	10b	

Part IV Provision of Information

11 Did the insurance company fail to provide any information necessary to complete Schedule A? ☐ Yes ☒ No

12 If the answer to line 11 is "Yes," specify the information not provided. ▶

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 MERICHEM COMPANY SAVINGS PLAN	B Three-digit plan number (PN) ▶	002
C Plan sponsor's name as shown on line 2a of Form 5500 MERICHEM COMPANY	D Employer Identification Number (EIN) 74-1539883	

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
PRUDENTIAL RETIREMENT INSURANCE AND
06-1050034

(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)

PRUDENTIAL RETIREMENT INSURANCE AND

06-1050034

(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?
13 15 37 50 64	NONE	41411	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
(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.	
(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.	
(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>MERICHEM COMPANY SAVINGS 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>MERICHEM COMPANY</u>	D Employer Identification Number (EIN) <u>74-1539883</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>CORE BD ENHANCED IDX/PGIM</u>		
b Name of sponsor of entity listed in (a): <u>PRUDENTIAL RETIREMENT INS.</u>		
c EIN-PN <u>06-1050034-036</u>	d Entity code <u>P</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>2696070</u>
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>INTL BLD/WELLINGTON</u>		
b Name of sponsor of entity listed in (a): <u>PRUDENTIAL RETIREMENT INS.</u>		
c EIN-PN <u>06-1050034-349</u>	d Entity code <u>P</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>1237495</u>
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>INVESCO SCG STGY</u>		
b Name of sponsor of entity listed in (a): <u>PRUDENTIAL RETIREMENT INS.</u>		
c EIN-PN <u>06-1050034-293</u>	d Entity code <u>P</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>941006</u>
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>SCV/INTEGRITY</u>		
b Name of sponsor of entity listed in (a): <u>PRUDENTIAL RETIREMENT INS.</u>		
c EIN-PN <u>06-1050034-439</u>	d Entity code <u>P</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>830469</u>
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>TRP GROWTH STK STGY</u>		
b Name of sponsor of entity listed in (a): <u>PRUDENTIAL RETIREMENT INS.</u>		
c EIN-PN <u>06-1050034-435</u>	d Entity code <u>P</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>5645943</u>
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)
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)

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)**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)**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)**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)**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)**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)**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)**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)**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)**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)

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 01/01/2021 and ending 12/31/2021		
A Name of plan MERICHEM COMPANY SAVINGS PLAN	B Three-digit plan number (PN) ►	002
C Plan sponsor's name as shown on line 2a of Form 5500 MERICHEM COMPANY	D Employer Identification Number (EIN) 74-1539883	

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	132	0
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)	0	21572
(2) Participant contributions.....	1b(2)	0	40652
(3) Other	1b(3)		
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)		
(2) U.S. Government securities	1c(2)		
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)		
(B) All other	1c(3)(B)		
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)		
(B) Common	1c(4)(B)		
(5) Partnership/joint venture interests	1c(5)		
(6) Real estate (other than employer real property)	1c(6)		
(7) Loans (other than to participants)	1c(7)		
(8) Participant loans	1c(8)	575805	545487
(9) Value of interest in common/collective trusts	1c(9)		
(10) Value of interest in pooled separate accounts	1c(10)	28378722	11350983
(11) Value of interest in master trust investment accounts	1c(11)		
(12) Value of interest in 103-12 investment entities	1c(12)		
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)	17648262	35171138
(14) Value of funds held in insurance company general account (unallocated contracts).....	1c(14)	19228342	13663148
(15) Other.....	1c(15)		

		(a) Beginning of Year	(b) End of Year
1d	Employer-related investments:		
(1)	Employer securities.....	1d(1)	
(2)	Employer real property.....	1d(2)	
e	Buildings and other property used in plan operation	1e	
f	Total assets (add all amounts in lines 1a through 1e)	1f	65831263 60792980
Liabilities			
g	Benefit claims payable	1g	
h	Operating payables	1h	
i	Acquisition indebtedness.....	1i	
j	Other liabilities.....	1j	
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	65831263 60792980

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.

		(a) Amount	(b) Total
Income			
a	Contributions:		
(1)	Received or receivable in cash from: (A) Employers	2a(1)(A)	828149
	(B) Participants	2a(1)(B)	1503897
	(C) Others (including rollovers).....	2a(1)(C)	1047461
(2)	Noncash contributions.....	2a(2)	
(3)	Total contributions. Add lines 2a(1)(A) , (B) , (C) , and line 2a(2)	2a(3)	3379507
b	Earnings on investments:		
(1)	Interest:		
	(A) Interest-bearing cash (including money market accounts and certificates of deposit).....	2b(1)(A)	
	(B) U.S. Government securities	2b(1)(B)	
	(C) Corporate debt instruments	2b(1)(C)	
	(D) Loans (other than to participants)	2b(1)(D)	
	(E) Participant loans.....	2b(1)(E)	29021
	(F) Other	2b(1)(F)	248504
	(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)	277525
(2)	Dividends: (A) Preferred stock.....	2b(2)(A)	
	(B) Common stock	2b(2)(B)	
	(C) Registered investment company shares (e.g. mutual funds).....	2b(2)(C)	564358
	(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)	564358
(3)	Rents	2b(3)	
(4)	Net gain (loss) on sale of assets: (A) Aggregate proceeds	2b(4)(A)	
	(B) Aggregate carrying amount (see instructions).....	2b(4)(B)	
	(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result	2b(4)(C)	0
(5)	Unrealized appreciation (depreciation) of assets: (A) Real estate	2b(5)(A)	
	(B) Other	2b(5)(B)	
	(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B)	2b(5)(C)	0

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts.....	2b(6)		
(7) Net investment gain (loss) from pooled separate accounts.....	2b(7)		2086110
(8) Net investment gain (loss) from master trust investment accounts.....	2b(8)		
(9) Net investment gain (loss) from 103-12 investment entities.....	2b(9)		
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds).....	2b(10)		3764409
c Other income.....	2c		51810
d Total income. Add all income amounts in column (b) and enter total.....	2d		10123719
Expenses			
e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers.....	2e(1)	15110292	
(2) To insurance carriers for the provision of benefits.....	2e(2)		
(3) Other.....	2e(3)		
(4) Total benefit payments. Add lines 2e(1) through (3).....	2e(4)		15110292
f Corrective distributions (see instructions).....	2f		
g Certain deemed distributions of participant loans (see instructions).....	2g		10000
h Interest expense.....	2h		
i Administrative expenses: (1) Professional fees.....	2i(1)		
(2) Contract administrator fees.....	2i(2)		
(3) Investment advisory and management fees.....	2i(3)		
(4) Other.....	2i(4)	41710	
(5) Total administrative expenses. Add lines 2i(1) through (4).....	2i(5)		41710
j Total expenses. Add all expense amounts in column (b) and enter total.....	2j		15162002
Net Income and Reconciliation			
k Net income (loss). Subtract line 2j from line 2d.....	2k		-5038283
l Transfers of assets:			
(1) To this plan.....	2l(1)		
(2) From this plan.....	2l(2)		

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: MELTON & MELTON, LLP

(2) EIN: 74-1550819

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		168329

	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		5000000
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?		X	
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?		X	
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.)		X	
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?		X	
4k		X	
l Has the plan failed to provide any benefit when due under the plan?		X	
4l		X	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)		X	
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			

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 MERICHEM COMPANY SAVINGS PLAN	B Three-digit plan number (PN) ► 002
C Plan sponsor's name as shown on line 2a of Form 5500 MERICHEM COMPANY	D Employer Identification Number (EIN) 74-1539883

Part I	Distributions
--------	---------------

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	0
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): 22-1211670 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)? If the plan is a defined benefit plan, go to line 8.	☐ Yes ☐ No ☐ N/A
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
--	--

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.
---------	--

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 _____

Financial Statements and Supplemental
Schedules and Independent
Auditor's Report

Merichem Company Savings Plan

December 31, 2021 and 2020



MELTON & MELTON, L.L.P.
CERTIFIED PUBLIC ACCOUNTANTS

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MELTON & MELTON, L.L.P.
CERTIFIED PUBLIC ACCOUNTANTS

INDEPENDENT AUDITOR'S REPORT

The Savings Plan Management Committee
Merichem Company Savings Plan:

Scope and Nature of the ERISA Section 103(a)(3)(C) Audit

We have performed audits of the financial statements of Merichem Company Savings Plan (the "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 statements of net assets available for benefits as of December 31, 2021 and 2020, and the related statement of changes in net assets available for benefits for the year ended December 31, 2021, and the related notes to the financial statements.

Management, having determined it is permissible in the circumstances, has elected to have the audits of the Plan's 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 audits 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 certifications from a qualified institution as of December 31, 2021 and 2020, and for the year ended December 31, 2021, stating that the certified investment information, as described in Note D to the financial statements, is complete and accurate.

Opinion

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

- the amounts and disclosures in the accompanying 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 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

We conducted our audits in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the 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 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 the 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 Financial Statements

Except as described in the Scope and Nature of the ERISA Section 103(a)(3)(C) Audit 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 the 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 the Plan's ability to continue as a going concern for a reasonable period of time.

Our audits 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 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.

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 Matter — Supplemental Schedules Required by ERISA

The supplemental schedule H, line 4i - schedule of assets (held at end of year) as of December 31, 2021 and supplemental schedule H, line 4a - schedule of delinquent participant contributions for the year ended 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 audits 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).

Melton & Melton LLP

Houston, Texas
October 10, 2022

Merichem Company Savings Plan

STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS December 31, 2021 and 2020

	2021	2020
Investments, at fair value	\$ 46,522,121	\$ 46,026,984
Investment, at contract value	13,663,148	19,228,342
Cash, non-interest bearing	-	132
Receivables:		
Participant contributions	40,652	-
Employer contributions	21,572	-
Notes receivable from participants	545,487	575,805
Total receivables	607,711	575,805
Net assets available for benefits	<u>\$ 60,792,980</u>	<u>\$ 65,831,263</u>

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

Merichem Company Savings Plan

STATEMENT OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS For the Year Ended December 31, 2021

Additions:	
Net investment income:	
Interest on guaranteed income fund	\$ 248,504
Dividend income	564,358
Net appreciation in fair value of investments	<u>5,902,329</u>
Total net investment income	<u>6,715,191</u>
Interest income on notes receivable from participants	<u>29,021</u>
Contributions:	
Employer	828,149
Participant	1,503,897
Rollover	<u>1,047,461</u>
Total contributions	<u>3,379,507</u>
Total additions	<u>10,123,719</u>
Deductions:	
Withdrawals	15,120,292
Administrative expenses	<u>41,710</u>
Total deductions	<u>15,162,002</u>
Net change in net assets available for benefits	(5,038,283)
Net assets available for benefits, beginning of year	<u>65,831,263</u>
Net assets available for benefits, end of year	<u><u>\$ 60,792,980</u></u>

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

Merichem Company Savings Plan

NOTES TO FINANCIAL STATEMENTS

December 31, 2021 and 2020

NOTE A – THE PLAN

1. General

The following description of the Merichem Company Savings Plan (the “Plan”) provides only general information. Participants should refer to the Plan document for a more complete description of the Plan’s provisions. The Plan was amended February 1, 2021 and amended and restated effective August 1, 2021. Any changes to Plan provisions are described below.

The Plan is a defined contribution plan that was originally adopted effective January 1, 1969. The Plan has subsequently been amended and restated. The Plan and the related trust fund are established and maintained for the exclusive benefit of the participating employees of Merichem Company (the “Company”), the Plan sponsor. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974, as amended (“ERISA”).

On March 27, 2020, Congress passed the Coronavirus Aid, Relief, and Economic Security Act (CARES Act) which included several temporary relief provisions available to tax qualified retirement plans and their participants. The provisions of the CARES Act could be effective and operationalized immediately, prior to amending the Plan document. The Plan adopted certain provisions included in the CARES Act and will amend the Plan retroactively in accordance with Internal Revenue Service (IRS) regulations.

2. Administration

The Plan is administered by the Company with responsibility for administration delegated to the Savings Plan Management Committee (the “Committee”) whose members are appointed by the board of directors of the Company. Among other duties, it is the responsibility of the Committee to construe and interpret the Plan, decide all questions of eligibility, and determine the amount and time of payment of any benefits.

3. Trustee and Custodian

Prudential Bank & Trust, F.S.B. serves as the Plan’s trustee and Prudential Retirement Insurance and Annuity Company (PRIAC) serves as custodian for the Guaranteed Income Fund and the pooled separate accounts.

Among other duties, the custodian and trustee of the Plan are to receive contributions; manage, invest, and reinvest the trust fund in accordance with the provisions of the Plan; and pay all costs and expenses incidental to the Plan. The term “trust fund” refers to all assets of any kind or nature held from time to time by the custodian and trustee, which assets form part of the Plan, without distinction as to income or principal.

4. Eligibility

Each covered employee (as defined in the Plan document) who has attained age 18 is eligible to participate in the Plan on the next available entry date. Employees are allowed to enter the Plan on the first day of the month coincident with or immediately following their meeting the eligibility requirements.

Merichem Company Savings Plan

NOTES TO FINANCIAL STATEMENTS – CONTINUED

December 31, 2021 and 2020

NOTE A – THE PLAN – CONTINUED

5. Contributions

Participants in the Plan may contribute a minimum of 1% of their compensation (as defined in the Plan document). Participants may (a) make salary deferral contributions by executing a tax-deferred savings agreement whereby up to 50% of their compensation (as defined in the Plan) is contributed to the Plan on a before-tax basis subject to certain limitations, and/or (b) make after-tax contributions to the Plan by executing a savings agreement whereby, up to 19% of their compensation (as defined in the Plan) is contributed to the after-tax election. Effective August 1, 2021, participants may elect to make a Roth 401(k) contribution up to 50% of their compensation subject to certain limitations (as defined in the Plan).

An automatic tax-deferred contribution of 6% of a newly eligible or rehired employee's compensation (as defined in the Plan) is made to the Plan, unless the employee elects otherwise. A 2% automatic escalation of this contribution will occur annually on July 1, up to 10%, unless the employee elects otherwise. Effective February 1, 2021 the deferral threshold of the automatic escalation feature increased from 10% to 15%.

Participants age 50 or older during the plan year may also elect to make a catch-up contribution, subject to certain IRS limits (\$6,500 in 2021).

The Company shall make a regular matching contribution equal to 100% of the aggregate of salary deferral, Roth 401(k), and after-tax contributions that are up to 6% of considered compensation (as defined in the Plan). Catch-up contributions are excluded from the match.

Through January 31, 2021, the Company made a nonmatching contribution on behalf of each eligible employee equal to a percentage of the employee's eligible compensation based on years of service as follows: 3% for less than five years of service, 5% for five to eight years of service, and 7% for nine or more years of service. Effective February 1, 2021, the nonmatching contribution became discretionary and eligible employees are those hired prior to August 1, 2021. The discretionary nonmatching contribution was temporarily suspended February 1, 2021 and remained suspended as of December 31, 2021.

From time to time, the Company may elect to make a discretionary nonelective contribution to all participants regardless of participation who are employed on the last day of the plan year and have completed 1,000 hours during the plan year. No discretionary contributions were made for the year ended December 31, 2021.

The Company will determine, at its discretion, an amount to be allocated each plan year from the suspense account related to the Plan assets transferred in from the Merichem Company Retirement Trust ("the Trust"). The contributions will be allocated to eligible employees, as defined by the Plan, on a pay period basis. The total contributions allocated for the plan year can be no less than the minimum percentage defined in the amendment over a seven year period. The amount is funded as a nonelective employer contribution. The Company elected to allocate an amount equal to 6% of eligible compensation for each eligible employee on a pay period basis until the funds are depleted. Approximately \$949,000 was allocated during the year ended December 31, 2021, which met the minimum requirement. The suspense account balance at December 31, 2021 and 2020 was approximately \$140,000 and \$1,089,000, respectively.

Participants are permitted to roll over monies from other qualified plans, including after-tax contributions and accounts, as allowed under the Plan's provisions. The Plan is participant directed and participants may change their contribution amounts or investment options at any time.

Merichem Company Savings Plan

NOTES TO FINANCIAL STATEMENTS – CONTINUED

December 31, 2021 and 2020

NOTE A – THE PLAN – CONTINUED

6. Investment of Funds

The participants' investment fund options are comprised of mutual funds, pooled separate accounts, and a guaranteed income fund.

The plan administrator may determine other categories of assets in which the Plan can invest. This could result in the addition of new investment funds within the Plan. Any new investment funds are required to be announced and made available on an equal basis to all Plan participants.

Income earned from investments and any appreciation or depreciation in the market values of the Plan assets are allocated to each participant's account on a daily basis.

7. Notes Receivable from Participants (Loans)

Participants may, subject to certain limitations, borrow a minimum of \$1,000 up to a maximum of the lesser of \$50,000 or 50% of their vested accounts in the Plan. A participant may not have more than two outstanding loans at any time. These loans are secured by the participant's vested interest in his or her account. Loans bear interest at a reasonable rate comparable to current rates charged for loans made under similar circumstances by lending institutions, with the interest rate as determined by the Plan's recordkeeper at the date of the loan. Interest rates on outstanding loans at December 31, 2021 range from 4.25% to 6.50%. Loan maturities at December 31, 2021 extend to April 2031. The loans are repaid through payroll deductions and direct payments by the participants to the trustee and custodian. A participant who pays off an existing loan may not apply for another loan during the 30-day period following the pay-off date of the prior plan loan.

8. Distributions

Normal retirement age under the Plan is 65. Upon a participant's termination, permanent disability, or retirement, the vested funds in the participant's account may be distributed in a lump-sum payment or installments over a specified period. Upon the death of a participant, the account balance is paid to such participant's designated beneficiary.

Upon termination of a participant for any reason other than death, retirement, or total permanent disability, they are entitled to their contributions plus a vested percentage of Company contributions, including earnings allocated to their account. Participants vest in their nonelective, nonmatching, and regular matching contributions 33% after one year of service, 67% after two years of service, and 100% after three years of service. Certain participants receive credit for service with predecessor employers for purposes of vesting under the Plan.

The Plan provides an additional distribution option for participants who have terminated employment. A participant who is eligible for a distribution due to termination of employment (or their surviving beneficiary, as the case may be), may elect to receive a single sum cash payment of their vested account balance. Plan distributions are to be made as soon as reasonably practicable. All benefits of less than \$1,000 shall be paid out in a single lump sum as soon as administratively possible after termination. The Plan also allows withdrawals of after-tax contributions and rollover accounts, hardship withdrawals, and other in-service withdrawals.

Merichem Company Savings Plan

NOTES TO FINANCIAL STATEMENTS – CONTINUED

December 31, 2021 and 2020

NOTE A – THE PLAN – CONTINUED

9. Forfeitures

The participant's nonvested Company contributions are forfeited upon termination, but may be reinstated if the participant resumes employment within five years and reinstates the vested portion of Company contributions received upon termination.

All forfeitures are used first for reinstated former participants and then to reduce contributions of the Company or to pay Plan expenses. Any forfeitures incurred during the prior plan year that remain at the end of the current plan year are allocated to participants who are employed on the last day of the plan year and completed 1,000 hours of service during the plan year. There were no forfeitures to allocate to participants at December 31, 2021. The forfeiture account balance at December 31, 2021 and 2020 was \$38,474 and \$20,168, respectively. During 2021, \$3,809 and \$22,948 in forfeitures were used to reduce contributions of the Company and pay Plan expenses, respectively.

10. Administrative Expenses

Participant transaction fees for withdrawals and loans are charged to the participants' accounts when participants have elected such transactions and are shown as administrative expenses. Other expenses of the Plan are paid directly by the Company and are excluded from these financial statements. Other investment-related expenses are included in net appreciation in fair value of investments.

11. Termination of the Plan

In the event the Plan is terminated, after payment of all expenses and proportional adjustment of the participants' accounts to reflect such expenses, trust fund profits or losses, and reallocation to the date of termination, each participant will become 100% vested and be entitled to receive any amounts credited to their account in the trust fund accumulated to the date of termination of the Plan.

NOTE B – SUMMARY OF ACCOUNTING POLICIES

1. Basis of Accounting

The accompanying financial statements are presented on the accrual basis of accounting in accordance with accounting principles generally accepted in the United States of America.

2. Use of Estimates

The preparation of the financial statements in conformity with accounting principles generally accepted in the United States of America requires the plan administrator to use estimates and assumptions that affect reported amounts of assets, liabilities, and changes therein, and disclosure of contingent liabilities at the date of the financial statements. Actual results could differ from those estimates.

Merichem Company Savings Plan

NOTES TO FINANCIAL STATEMENTS – CONTINUED

December 31, 2021 and 2020

NOTE B – SUMMARY OF ACCOUNTING POLICIES – CONTINUED

3. Payment of Benefits

Benefit payments are recorded when distributed. Accordingly, benefits payable to persons who have elected to withdraw from the Plan, but not been paid, have not been accrued by the Plan. At December 31, 2021 and 2020, there were no amounts payable to participants.

4. Investment Valuation

Investments are reported at fair value, except the fully benefit-responsive investment contract, which is reported at contract 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. Refer to Note G for discussion of fair value measurements.

5. Investment Contract with Investment Company

The Guaranteed Income Fund is an evergreen group annuity contract issued by PRIAC. This fund is designed to provide liquidity and safety of principal with a competitive rate of return. The fund invests in a broadly diversified, fixed-income portfolio within PRIAC's general account. The portfolio is primarily invested in public bonds, commercial mortgages, and private placement bonds. Through this investment, the Plan owns a promise to pay interest at crediting rates, which are announced in advance and guaranteed for the indicated period of time as outlined in the group annuity contract, generally semi-annually. Investments in the Guaranteed Income Fund are recorded at contract value as the contract is fully benefit-responsive. As such, participants may direct the withdrawal or transfer of all or a portion of their investments at contract value. Contract value represents contributions made under the contract, plus earnings, less participant withdrawals and fees.

Interest is credited on contract balances using a single "portfolio rate" approach. Under this methodology, a single interest crediting rate is applied to all contributions made to the product regardless of the timing of those contributions. Interest crediting rates are reviewed on a semi-annual basis for resetting. When establishing interest crediting rates for this product, PRIAC considers many factors, including current economic and market conditions, the general interest rate environment, and both the expected and actual experience of a reference portfolio within the issuer's general account. These rates are established without the use of a specific formula. The minimum crediting interest rate under the contract is 1.5%. Generally, there are not any events that could limit the ability of the Plan to transact at contract value paid within 90 days or contract value paid over time. In addition, there are not any events that allow the issuer to terminate the contract and which require the Plan sponsor to settle at an amount different than contract value paid either within 90 days or over time.

6. Notes Receivable from Participants (Loans)

Notes receivable from participants (loans) are reflected at their unpaid principal balance plus any accrued but unpaid interest. Interest income is recorded on the accrual basis. Related fees are recorded as administrative expenses and are expensed when they are incurred. Delinquent participant loans are reclassified as distributions based upon the terms of the Plan document. At December 31, 2021 and 2020, no allowance for credit losses was considered necessary by management.

Merichem Company Savings Plan

NOTES TO FINANCIAL STATEMENTS – CONTINUED

December 31, 2021 and 2020

NOTE B – SUMMARY OF ACCOUNTING POLICIES – CONTINUED

7. Investment Income Recognition

Purchases and sales are recorded on the trade date. Realized gains (losses) on sale of investments and unrealized appreciation (depreciation) of investments are reported as net appreciation in fair value of investments in the statement of changes in net assets available for benefits.

Interest income is recorded as earned. Dividends are recorded on the ex-dividend date. Net appreciation in fair value of investments includes the Plan's gains and losses on investments bought and sold as well as held during the year.

NOTE C – RISKS AND UNCERTAINTIES

The Plan provides for various investments in mutual funds, pooled separate accounts, and a guaranteed income fund. Investment securities, in general, are exposed to various risks, such as interest rate, credit, and overall market volatility 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 participant account balances and the amounts reported in the financial statements.

The Plan, through its investment in certain funds, invests in securities with contractual cash flows, such as asset-backed securities, collateralized-mortgage obligations, and commercial mortgage-backed securities, including securities backed by subprime mortgage loans. The value, liquidity, and related income of those securities are sensitive to changes in economic conditions, including real estate value, delinquencies or defaults, or both, and may be adversely affected by shifts in the market's perception of the issuers and changes in interest rates.

NOTE D – INFORMATION CERTIFIED

The Committee has elected the method of compliance permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Accordingly, as permitted under such election, the Committee has obtained certifications from the trustee of the Plan and PRIAC that all of the information provided by them is complete and accurate. Information included in the accompanying financial statements and notes to financial statements as to all investments, notes receivable from participants, interest on guaranteed income fund, interest on notes receivable from participants, net appreciation in fair value of investments, dividend income, significant investment disclosures, and information in the supplemental Schedule H, Line 4i – Schedule of Assets (Held at End of Year) as of December 31, 2021 is presented in reliance solely upon those certifications.

NOTE E – TAX STATUS

The Plan obtained a determination letter dated September 21, 2016 in which the IRS stated that the Plan, as then designed, was in compliance with the applicable requirements of the Internal Revenue Code of 1986, as amended (the "Code"). The Plan has been amended and restated since receiving the determination letter; however, the Committee believes that the Plan is currently being operated in compliance with the applicable requirements of the Code, and the related trust is tax exempt.

Merichem Company Savings Plan

NOTES TO FINANCIAL STATEMENTS – CONTINUED

December 31, 2021 and 2020

NOTE E – TAX STATUS - CONTINUED

Accounting principles generally accepted in the United States of America require plan management to evaluate tax positions taken by the Plan and to determine if the Plan has taken an uncertain position that more likely than not would not be sustained upon examination by the IRS. The plan administrator has analyzed the tax positions taken by the Plan, and has concluded that as of December 31, 2021 and 2020, there are no uncertain positions taken or expected to be taken. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

NOTE F – PARTY-IN-INTEREST TRANSACTIONS

Plan investments include pooled separate accounts and a guaranteed income fund managed by PRIAC. PRIAC is the custodian of the Plan's assets; therefore, these transactions qualify as party-in-interest transactions. Fees paid by the Plan to the custodian of the Plan's assets amounted to \$41,710 for the year ended December 31, 2021. Notes receivable from participants also qualify as party-in-interest transactions. These transactions are covered by an exemption from the "prohibited transactions" provisions of ERISA and the Code.

NOTE G – FAIR VALUE MEASUREMENTS

The Financial Accounting Standards Board Accounting Standards Codification Topic 820, *Fair Value Measurement*, establishes a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1 measurement) and the lowest priority to unobservable inputs (Level 3 measurements).

Valuation techniques used need to maximize the use of observable inputs and minimize the use of unobservable inputs. The assessment of the significance of a particular input to the fair value measurements requires judgment and may affect the valuation of assets and liabilities being measured and their placement or changes in their placement within the fair value hierarchy. Transfers between levels are recognized on the actual date of the event resulting in the transfer.

The three levels of the fair value hierarchy are as follows:

Basis of Fair Value Measurement

Level 1 - Unadjusted quoted prices in active markets that are accessible at the measurement date for identical, unrestricted assets or liabilities.

Level 2 - Quoted prices for identical or similar assets or liabilities in markets that are not considered to be active or financial instruments without quoted market prices, but for which all significant inputs are observable, either directly or indirectly.

Level 3 - Prices or valuations that require inputs that are both significant to the fair value measurement and unobservable.

A financial instrument's level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement.

Merichem Company Savings Plan

NOTES TO FINANCIAL STATEMENTS – CONTINUED

December 31, 2021 and 2020

NOTE G – FAIR VALUE MEASUREMENTS – CONTINUED

Mutual funds are valued at the daily closing price as reported by the fund. Mutual funds held by the Plan are open-end mutual funds that are registered with the SEC. These funds are required to publish their daily net asset value (NAV) and to transact at that price. The mutual funds held by the Plan are deemed to be actively traded. Investments in pooled separate accounts are valued at fair value using NAV as a practical expedient as determined by the asset custodian by reference to published market data, if available, of the underlying assets.

The methods described above may produce a fair value calculation that may not be indicative of net asset value or reflective of future fair values. Furthermore, while the Plan's valuation methods are appropriate and consistent with other market participants, the use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in a different estimate of fair value at the reporting date.

The inputs and methodologies used for valuing securities are not an indication of the risk associated with investing in those securities. There have been no changes in the methodologies used at December 31, 2021 or 2020.

The following table sets forth, by level, a summary of the Plan's investments measured at fair value as of December 31, 2021:

	Level 1	Level 2	Level 3	Total
Mutual funds	<u>\$ 35,171,138</u>	<u>\$ -</u>	<u>\$ -</u>	\$ 35,171,138
Investments measured at NAV*				11,350,983
				<u>\$ 46,522,121</u>

The following table sets forth, by level, a summary of the Plan's investments measured at fair value as of December 31, 2020:

	Level 1	Level 2	Level 3	Total
Mutual funds	<u>\$ 17,648,262</u>	<u>\$ -</u>	<u>\$ -</u>	\$ 17,648,262
Investments measured at NAV*				28,378,722
				<u>\$ 46,026,984</u>

*Certain investments that were measured at NAV per share (or its equivalent) practical expedient have not been categorized 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 statements of net assets available for benefits.

Merichem Company Savings Plan

NOTES TO FINANCIAL STATEMENTS – CONTINUED

December 31, 2021 and 2020

NOTE G – FAIR VALUE MEASUREMENTS – CONTINUED

The following tables provide additional information about the Plan's alternative investments at December 31, 2021 and 2020:

	December 31, 2021		
	<u>Unfunded commitments</u>	<u>Redemption terms</u>	<u>Redemption restrictions</u>
Pooled separate accounts	None	Immediate	None

	December 31, 2020		
	<u>Unfunded commitments</u>	<u>Redemption terms</u>	<u>Redemption restrictions</u>
Pooled separate accounts	None	Immediate	None

NOTE H – SUBSEQUENT EVENTS

The Plan was amended effective February 15, 2022 to change the Company discretionary nonmatching contribution allocation to the following for eligible employees: a) 3% of eligible compensation if employee has less than five years of service, and b) 5% of eligible compensation if employee has five or more years of service. The Company reinstated the nonmatching contribution effective February 1, 2022.

On April 1, 2022, Great-West Life & Annuity Insurance Company acquired the full-service retirement business of Prudential Financial, Inc. As of April 1, 2022, all of Prudential's full service retirement operations and programs became part of Empower Retirement, LLC a wholly-owned subsidiary of Great-West Life & Annuity Insurance Company.

Subsequent events have been evaluated for potential recognition and disclosure through October 10, 2022, the date these financial statements were available to be issued.

SUPPLEMENTAL SCHEDULES

Merichem Company Savings Plan

EIN 74-1539883, Plan 002

SCHEDULE H, LINE 4i - SCHEDULE OF ASSETS (HELD AT END OF YEAR)

December 31, 2021

Schedule I

		(c) Description of investment including maturity date, rate of interest, collateral, par or maturity value	(d) Cost	(e) Current Value
(a)	(b) Identity of issue and description of investment			
*	Prudential Retirement Insurance and Annuity Company:			
	Guaranteed Income Fund	Stable value fund	**	\$ 13,663,148
	Core Bond Enhanced Index/PGIM Fund	Pooled separate account	**	2,696,070
	International Blend Fund/Wellington Management	Pooled separate account	**	1,237,495
	Small Cap Value/Integrity Fund	Pooled separate account	**	830,469
	SA/Invesco Small Cap Growth Strategy	Pooled separate account	**	941,006
	SA/T. Rowe Price Growth Stock Strategy	Pooled separate account	**	5,645,943
	MFS Mid Cap Value R6	Mutual fund	**	789,681
	Pioneer Select Mid Cap Growth K	Mutual fund	**	2,097,485
	Vanguard Institutional Target Retirement 2015	Mutual fund	**	1,298,768
	Vanguard Institutional Target Retirement 2020	Mutual fund	**	2,841,566
	Vanguard Institutional Target Retirement 2025	Mutual fund	**	2,560,303
	Vanguard Institutional Target Retirement 2030	Mutual fund	**	4,273,861
	Vanguard Institutional Target Retirement 2035	Mutual fund	**	2,356,664
	Vanguard Institutional Target Retirement 2040	Mutual fund	**	5,169,230
	Vanguard Institutional Target Retirement 2045	Mutual fund	**	1,972,487
	Vanguard Institutional Target Retirement 2050	Mutual fund	**	718,314
	Vanguard Institutional Target Retirement 2055	Mutual fund	**	478,304
	Vanguard Institutional Target Retirement 2060	Mutual fund	**	245,313
	Vanguard Institutional Target Retirement 2065	Mutual fund	**	131,297
	Vanguard Institutional Target Retirement Income	Mutual fund	**	114,090
	Vanguard Equity-Income Fund Admiral	Mutual fund	**	1,891,112
	Vanguard Total International Stock Index Admiral	Mutual fund	**	426,640
	Vanguard Mid Cap Index Admiral	Mutual fund	**	1,749,235
	Vanguard Small Cap Index Admiral	Mutual fund	**	1,299,101
	Vanguard 500 Index Admiral	Mutual fund	**	4,617,991
	Vanguard Treasury Money Market Investor	Mutual fund	**	139,696
*	Participant Loans ***	4.25% - 6.50%	0	545,487
	Total assets (held at end of year)			<u>\$ 60,730,756</u>

* Indicates party in interest.

** Cost omitted for participant-directed investments.

*** Consists solely of borrowings by participants against their individual account balances. Maturities through April 2031.

The information shown on this schedule was prepared from information provided by Prudential Bank & Trust, F.S.B. and Prudential Retirement Insurance and Annuity Company, which Prudential Bank & Trust, F.S.B. and Prudential Retirement Insurance and Annuity Company have certified as being complete and accurate.

Merichem Company Savings Plan
EIN 74-1539883, Plan 002
SCHEDULE H, LINE 4a - SCHEDULE OF DELINQUENT
PARTICIPANT CONTRIBUTIONS
For the Year Ended December 31, 2021

Schedule II

Participant Contributions Transferred Late to the Plan	Total That Constitutes Nonexempt Prohibited Transactions	Total Fully Corrected Under VFCP and PTE 2002-51
	Contributions	Contributions
Check here if late participant loan repayments are included: <u>X</u>	Contributions Corrected <u>Not Corrected</u>	Pending Correction <u>in VFCP</u>
<u>\$ 168,329</u>	<u>\$ 168,329</u>	

Financial Statements and Supplemental
Schedules and Independent
Auditor's Report

Merichem Company Savings Plan

December 31, 2021 and 2020



MELTON & MELTON, L.L.P.
CERTIFIED PUBLIC ACCOUNTANTS

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MELTON & MELTON, L.L.P.
CERTIFIED PUBLIC ACCOUNTANTS

INDEPENDENT AUDITOR'S REPORT

The Savings Plan Management Committee
Merichem Company Savings Plan:

Scope and Nature of the ERISA Section 103(a)(3)(C) Audit

We have performed audits of the financial statements of Merichem Company Savings Plan (the "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 statements of net assets available for benefits as of December 31, 2021 and 2020, and the related statement of changes in net assets available for benefits for the year ended December 31, 2021, and the related notes to the financial statements.

Management, having determined it is permissible in the circumstances, has elected to have the audits of the Plan's 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 audits 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 certifications from a qualified institution as of December 31, 2021 and 2020, and for the year ended December 31, 2021, stating that the certified investment information, as described in Note D to the financial statements, is complete and accurate.

Opinion

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

- the amounts and disclosures in the accompanying 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 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

We conducted our audits in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the 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 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 the 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 Financial Statements

Except as described in the Scope and Nature of the ERISA Section 103(a)(3)(C) Audit 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 the 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 the Plan's ability to continue as a going concern for a reasonable period of time.

Our audits 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 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.

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 Matter — Supplemental Schedules Required by ERISA

The supplemental schedule H, line 4i - schedule of assets (held at end of year) as of December 31, 2021 and supplemental schedule H, line 4a - schedule of delinquent participant contributions for the year ended 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 audits 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).

Melton & Melton LLP

Houston, Texas
October 10, 2022

Merichem Company Savings Plan

STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS December 31, 2021 and 2020

	2021	2020
Investments, at fair value	\$ 46,522,121	\$ 46,026,984
Investment, at contract value	13,663,148	19,228,342
Cash, non-interest bearing	-	132
Receivables:		
Participant contributions	40,652	-
Employer contributions	21,572	-
Notes receivable from participants	545,487	575,805
Total receivables	607,711	575,805
Net assets available for benefits	<u>\$ 60,792,980</u>	<u>\$ 65,831,263</u>

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

Merichem Company Savings Plan

STATEMENT OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS For the Year Ended December 31, 2021

Additions:	
Net investment income:	
Interest on guaranteed income fund	\$ 248,504
Dividend income	564,358
Net appreciation in fair value of investments	<u>5,902,329</u>
Total net investment income	<u>6,715,191</u>
Interest income on notes receivable from participants	<u>29,021</u>
Contributions:	
Employer	828,149
Participant	1,503,897
Rollover	<u>1,047,461</u>
Total contributions	<u>3,379,507</u>
Total additions	<u>10,123,719</u>
Deductions:	
Withdrawals	15,120,292
Administrative expenses	<u>41,710</u>
Total deductions	<u>15,162,002</u>
Net change in net assets available for benefits	(5,038,283)
Net assets available for benefits, beginning of year	<u>65,831,263</u>
Net assets available for benefits, end of year	<u><u>\$ 60,792,980</u></u>

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

Merichem Company Savings Plan

NOTES TO FINANCIAL STATEMENTS

December 31, 2021 and 2020

NOTE A – THE PLAN

1. General

The following description of the Merichem Company Savings Plan (the “Plan”) provides only general information. Participants should refer to the Plan document for a more complete description of the Plan’s provisions. The Plan was amended February 1, 2021 and amended and restated effective August 1, 2021. Any changes to Plan provisions are described below.

The Plan is a defined contribution plan that was originally adopted effective January 1, 1969. The Plan has subsequently been amended and restated. The Plan and the related trust fund are established and maintained for the exclusive benefit of the participating employees of Merichem Company (the “Company”), the Plan sponsor. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974, as amended (“ERISA”).

On March 27, 2020, Congress passed the Coronavirus Aid, Relief, and Economic Security Act (CARES Act) which included several temporary relief provisions available to tax qualified retirement plans and their participants. The provisions of the CARES Act could be effective and operationalized immediately, prior to amending the Plan document. The Plan adopted certain provisions included in the CARES Act and will amend the Plan retroactively in accordance with Internal Revenue Service (IRS) regulations.

2. Administration

The Plan is administered by the Company with responsibility for administration delegated to the Savings Plan Management Committee (the “Committee”) whose members are appointed by the board of directors of the Company. Among other duties, it is the responsibility of the Committee to construe and interpret the Plan, decide all questions of eligibility, and determine the amount and time of payment of any benefits.

3. Trustee and Custodian

Prudential Bank & Trust, F.S.B. serves as the Plan’s trustee and Prudential Retirement Insurance and Annuity Company (PRIAC) serves as custodian for the Guaranteed Income Fund and the pooled separate accounts.

Among other duties, the custodian and trustee of the Plan are to receive contributions; manage, invest, and reinvest the trust fund in accordance with the provisions of the Plan; and pay all costs and expenses incidental to the Plan. The term “trust fund” refers to all assets of any kind or nature held from time to time by the custodian and trustee, which assets form part of the Plan, without distinction as to income or principal.

4. Eligibility

Each covered employee (as defined in the Plan document) who has attained age 18 is eligible to participate in the Plan on the next available entry date. Employees are allowed to enter the Plan on the first day of the month coincident with or immediately following their meeting the eligibility requirements.

Merichem Company Savings Plan

NOTES TO FINANCIAL STATEMENTS – CONTINUED

December 31, 2021 and 2020

NOTE A – THE PLAN – CONTINUED

5. Contributions

Participants in the Plan may contribute a minimum of 1% of their compensation (as defined in the Plan document). Participants may (a) make salary deferral contributions by executing a tax-deferred savings agreement whereby up to 50% of their compensation (as defined in the Plan) is contributed to the Plan on a before-tax basis subject to certain limitations, and/or (b) make after-tax contributions to the Plan by executing a savings agreement whereby, up to 19% of their compensation (as defined in the Plan) is contributed to the after-tax election. Effective August 1, 2021, participants may elect to make a Roth 401(k) contribution up to 50% of their compensation subject to certain limitations (as defined in the Plan).

An automatic tax-deferred contribution of 6% of a newly eligible or rehired employee's compensation (as defined in the Plan) is made to the Plan, unless the employee elects otherwise. A 2% automatic escalation of this contribution will occur annually on July 1, up to 10%, unless the employee elects otherwise. Effective February 1, 2021 the deferral threshold of the automatic escalation feature increased from 10% to 15%.

Participants age 50 or older during the plan year may also elect to make a catch-up contribution, subject to certain IRS limits (\$6,500 in 2021).

The Company shall make a regular matching contribution equal to 100% of the aggregate of salary deferral, Roth 401(k), and after-tax contributions that are up to 6% of considered compensation (as defined in the Plan). Catch-up contributions are excluded from the match.

Through January 31, 2021, the Company made a nonmatching contribution on behalf of each eligible employee equal to a percentage of the employee's eligible compensation based on years of service as follows: 3% for less than five years of service, 5% for five to eight years of service, and 7% for nine or more years of service. Effective February 1, 2021, the nonmatching contribution became discretionary and eligible employees are those hired prior to August 1, 2021. The discretionary nonmatching contribution was temporarily suspended February 1, 2021 and remained suspended as of December 31, 2021.

From time to time, the Company may elect to make a discretionary nonelective contribution to all participants regardless of participation who are employed on the last day of the plan year and have completed 1,000 hours during the plan year. No discretionary contributions were made for the year ended December 31, 2021.

The Company will determine, at its discretion, an amount to be allocated each plan year from the suspense account related to the Plan assets transferred in from the Merichem Company Retirement Trust ("the Trust"). The contributions will be allocated to eligible employees, as defined by the Plan, on a pay period basis. The total contributions allocated for the plan year can be no less than the minimum percentage defined in the amendment over a seven year period. The amount is funded as a nonelective employer contribution. The Company elected to allocate an amount equal to 6% of eligible compensation for each eligible employee on a pay period basis until the funds are depleted. Approximately \$949,000 was allocated during the year ended December 31, 2021, which met the minimum requirement. The suspense account balance at December 31, 2021 and 2020 was approximately \$140,000 and \$1,089,000, respectively.

Participants are permitted to roll over monies from other qualified plans, including after-tax contributions and accounts, as allowed under the Plan's provisions. The Plan is participant directed and participants may change their contribution amounts or investment options at any time.

Merichem Company Savings Plan

NOTES TO FINANCIAL STATEMENTS – CONTINUED

December 31, 2021 and 2020

NOTE A – THE PLAN – CONTINUED

6. Investment of Funds

The participants' investment fund options are comprised of mutual funds, pooled separate accounts, and a guaranteed income fund.

The plan administrator may determine other categories of assets in which the Plan can invest. This could result in the addition of new investment funds within the Plan. Any new investment funds are required to be announced and made available on an equal basis to all Plan participants.

Income earned from investments and any appreciation or depreciation in the market values of the Plan assets are allocated to each participant's account on a daily basis.

7. Notes Receivable from Participants (Loans)

Participants may, subject to certain limitations, borrow a minimum of \$1,000 up to a maximum of the lesser of \$50,000 or 50% of their vested accounts in the Plan. A participant may not have more than two outstanding loans at any time. These loans are secured by the participant's vested interest in his or her account. Loans bear interest at a reasonable rate comparable to current rates charged for loans made under similar circumstances by lending institutions, with the interest rate as determined by the Plan's recordkeeper at the date of the loan. Interest rates on outstanding loans at December 31, 2021 range from 4.25% to 6.50%. Loan maturities at December 31, 2021 extend to April 2031. The loans are repaid through payroll deductions and direct payments by the participants to the trustee and custodian. A participant who pays off an existing loan may not apply for another loan during the 30-day period following the pay-off date of the prior plan loan.

8. Distributions

Normal retirement age under the Plan is 65. Upon a participant's termination, permanent disability, or retirement, the vested funds in the participant's account may be distributed in a lump-sum payment or installments over a specified period. Upon the death of a participant, the account balance is paid to such participant's designated beneficiary.

Upon termination of a participant for any reason other than death, retirement, or total permanent disability, they are entitled to their contributions plus a vested percentage of Company contributions, including earnings allocated to their account. Participants vest in their nonelective, nonmatching, and regular matching contributions 33% after one year of service, 67% after two years of service, and 100% after three years of service. Certain participants receive credit for service with predecessor employers for purposes of vesting under the Plan.

The Plan provides an additional distribution option for participants who have terminated employment. A participant who is eligible for a distribution due to termination of employment (or their surviving beneficiary, as the case may be), may elect to receive a single sum cash payment of their vested account balance. Plan distributions are to be made as soon as reasonably practicable. All benefits of less than \$1,000 shall be paid out in a single lump sum as soon as administratively possible after termination. The Plan also allows withdrawals of after-tax contributions and rollover accounts, hardship withdrawals, and other in-service withdrawals.

Merichem Company Savings Plan

NOTES TO FINANCIAL STATEMENTS – CONTINUED

December 31, 2021 and 2020

NOTE A – THE PLAN – CONTINUED

9. Forfeitures

The participant's nonvested Company contributions are forfeited upon termination, but may be reinstated if the participant resumes employment within five years and reinstates the vested portion of Company contributions received upon termination.

All forfeitures are used first for reinstated former participants and then to reduce contributions of the Company or to pay Plan expenses. Any forfeitures incurred during the prior plan year that remain at the end of the current plan year are allocated to participants who are employed on the last day of the plan year and completed 1,000 hours of service during the plan year. There were no forfeitures to allocate to participants at December 31, 2021. The forfeiture account balance at December 31, 2021 and 2020 was \$38,474 and \$20,168, respectively. During 2021, \$3,809 and \$22,948 in forfeitures were used to reduce contributions of the Company and pay Plan expenses, respectively.

10. Administrative Expenses

Participant transaction fees for withdrawals and loans are charged to the participants' accounts when participants have elected such transactions and are shown as administrative expenses. Other expenses of the Plan are paid directly by the Company and are excluded from these financial statements. Other investment-related expenses are included in net appreciation in fair value of investments.

11. Termination of the Plan

In the event the Plan is terminated, after payment of all expenses and proportional adjustment of the participants' accounts to reflect such expenses, trust fund profits or losses, and reallocation to the date of termination, each participant will become 100% vested and be entitled to receive any amounts credited to their account in the trust fund accumulated to the date of termination of the Plan.

NOTE B – SUMMARY OF ACCOUNTING POLICIES

1. Basis of Accounting

The accompanying financial statements are presented on the accrual basis of accounting in accordance with accounting principles generally accepted in the United States of America.

2. Use of Estimates

The preparation of the financial statements in conformity with accounting principles generally accepted in the United States of America requires the plan administrator to use estimates and assumptions that affect reported amounts of assets, liabilities, and changes therein, and disclosure of contingent liabilities at the date of the financial statements. Actual results could differ from those estimates.

Merichem Company Savings Plan

NOTES TO FINANCIAL STATEMENTS – CONTINUED

December 31, 2021 and 2020

NOTE B – SUMMARY OF ACCOUNTING POLICIES – CONTINUED

3. Payment of Benefits

Benefit payments are recorded when distributed. Accordingly, benefits payable to persons who have elected to withdraw from the Plan, but not been paid, have not been accrued by the Plan. At December 31, 2021 and 2020, there were no amounts payable to participants.

4. Investment Valuation

Investments are reported at fair value, except the fully benefit-responsive investment contract, which is reported at contract 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. Refer to Note G for discussion of fair value measurements.

5. Investment Contract with Investment Company

The Guaranteed Income Fund is an evergreen group annuity contract issued by PRIAC. This fund is designed to provide liquidity and safety of principal with a competitive rate of return. The fund invests in a broadly diversified, fixed-income portfolio within PRIAC's general account. The portfolio is primarily invested in public bonds, commercial mortgages, and private placement bonds. Through this investment, the Plan owns a promise to pay interest at crediting rates, which are announced in advance and guaranteed for the indicated period of time as outlined in the group annuity contract, generally semi-annually. Investments in the Guaranteed Income Fund are recorded at contract value as the contract is fully benefit-responsive. As such, participants may direct the withdrawal or transfer of all or a portion of their investments at contract value. Contract value represents contributions made under the contract, plus earnings, less participant withdrawals and fees.

Interest is credited on contract balances using a single "portfolio rate" approach. Under this methodology, a single interest crediting rate is applied to all contributions made to the product regardless of the timing of those contributions. Interest crediting rates are reviewed on a semi-annual basis for resetting. When establishing interest crediting rates for this product, PRIAC considers many factors, including current economic and market conditions, the general interest rate environment, and both the expected and actual experience of a reference portfolio within the issuer's general account. These rates are established without the use of a specific formula. The minimum crediting interest rate under the contract is 1.5%. Generally, there are not any events that could limit the ability of the Plan to transact at contract value paid within 90 days or contract value paid over time. In addition, there are not any events that allow the issuer to terminate the contract and which require the Plan sponsor to settle at an amount different than contract value paid either within 90 days or over time.

6. Notes Receivable from Participants (Loans)

Notes receivable from participants (loans) are reflected at their unpaid principal balance plus any accrued but unpaid interest. Interest income is recorded on the accrual basis. Related fees are recorded as administrative expenses and are expensed when they are incurred. Delinquent participant loans are reclassified as distributions based upon the terms of the Plan document. At December 31, 2021 and 2020, no allowance for credit losses was considered necessary by management.

Merichem Company Savings Plan

NOTES TO FINANCIAL STATEMENTS – CONTINUED

December 31, 2021 and 2020

NOTE B – SUMMARY OF ACCOUNTING POLICIES – CONTINUED

7. Investment Income Recognition

Purchases and sales are recorded on the trade date. Realized gains (losses) on sale of investments and unrealized appreciation (depreciation) of investments are reported as net appreciation in fair value of investments in the statement of changes in net assets available for benefits.

Interest income is recorded as earned. Dividends are recorded on the ex-dividend date. Net appreciation in fair value of investments includes the Plan's gains and losses on investments bought and sold as well as held during the year.

NOTE C – RISKS AND UNCERTAINTIES

The Plan provides for various investments in mutual funds, pooled separate accounts, and a guaranteed income fund. Investment securities, in general, are exposed to various risks, such as interest rate, credit, and overall market volatility 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 participant account balances and the amounts reported in the financial statements.

The Plan, through its investment in certain funds, invests in securities with contractual cash flows, such as asset-backed securities, collateralized-mortgage obligations, and commercial mortgage-backed securities, including securities backed by subprime mortgage loans. The value, liquidity, and related income of those securities are sensitive to changes in economic conditions, including real estate value, delinquencies or defaults, or both, and may be adversely affected by shifts in the market's perception of the issuers and changes in interest rates.

NOTE D – INFORMATION CERTIFIED

The Committee has elected the method of compliance permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Accordingly, as permitted under such election, the Committee has obtained certifications from the trustee of the Plan and PRIAC that all of the information provided by them is complete and accurate. Information included in the accompanying financial statements and notes to financial statements as to all investments, notes receivable from participants, interest on guaranteed income fund, interest on notes receivable from participants, net appreciation in fair value of investments, dividend income, significant investment disclosures, and information in the supplemental Schedule H, Line 4i – Schedule of Assets (Held at End of Year) as of December 31, 2021 is presented in reliance solely upon those certifications.

NOTE E – TAX STATUS

The Plan obtained a determination letter dated September 21, 2016 in which the IRS stated that the Plan, as then designed, was in compliance with the applicable requirements of the Internal Revenue Code of 1986, as amended (the "Code"). The Plan has been amended and restated since receiving the determination letter; however, the Committee believes that the Plan is currently being operated in compliance with the applicable requirements of the Code, and the related trust is tax exempt.

Merichem Company Savings Plan

NOTES TO FINANCIAL STATEMENTS – CONTINUED

December 31, 2021 and 2020

NOTE E – TAX STATUS - CONTINUED

Accounting principles generally accepted in the United States of America require plan management to evaluate tax positions taken by the Plan and to determine if the Plan has taken an uncertain position that more likely than not would not be sustained upon examination by the IRS. The plan administrator has analyzed the tax positions taken by the Plan, and has concluded that as of December 31, 2021 and 2020, there are no uncertain positions taken or expected to be taken. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

NOTE F – PARTY-IN-INTEREST TRANSACTIONS

Plan investments include pooled separate accounts and a guaranteed income fund managed by PRIAC. PRIAC is the custodian of the Plan's assets; therefore, these transactions qualify as party-in-interest transactions. Fees paid by the Plan to the custodian of the Plan's assets amounted to \$41,710 for the year ended December 31, 2021. Notes receivable from participants also qualify as party-in-interest transactions. These transactions are covered by an exemption from the "prohibited transactions" provisions of ERISA and the Code.

NOTE G – FAIR VALUE MEASUREMENTS

The Financial Accounting Standards Board Accounting Standards Codification Topic 820, *Fair Value Measurement*, establishes a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1 measurement) and the lowest priority to unobservable inputs (Level 3 measurements).

Valuation techniques used need to maximize the use of observable inputs and minimize the use of unobservable inputs. The assessment of the significance of a particular input to the fair value measurements requires judgment and may affect the valuation of assets and liabilities being measured and their placement or changes in their placement within the fair value hierarchy. Transfers between levels are recognized on the actual date of the event resulting in the transfer.

The three levels of the fair value hierarchy are as follows:

Basis of Fair Value Measurement

Level 1 - Unadjusted quoted prices in active markets that are accessible at the measurement date for identical, unrestricted assets or liabilities.

Level 2 - Quoted prices for identical or similar assets or liabilities in markets that are not considered to be active or financial instruments without quoted market prices, but for which all significant inputs are observable, either directly or indirectly.

Level 3 - Prices or valuations that require inputs that are both significant to the fair value measurement and unobservable.

A financial instrument's level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement.

Merichem Company Savings Plan

NOTES TO FINANCIAL STATEMENTS – CONTINUED

December 31, 2021 and 2020

NOTE G – FAIR VALUE MEASUREMENTS – CONTINUED

Mutual funds are valued at the daily closing price as reported by the fund. Mutual funds held by the Plan are open-end mutual funds that are registered with the SEC. These funds are required to publish their daily net asset value (NAV) and to transact at that price. The mutual funds held by the Plan are deemed to be actively traded. Investments in pooled separate accounts are valued at fair value using NAV as a practical expedient as determined by the asset custodian by reference to published market data, if available, of the underlying assets.

The methods described above may produce a fair value calculation that may not be indicative of net asset value or reflective of future fair values. Furthermore, while the Plan's valuation methods are appropriate and consistent with other market participants, the use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in a different estimate of fair value at the reporting date.

The inputs and methodologies used for valuing securities are not an indication of the risk associated with investing in those securities. There have been no changes in the methodologies used at December 31, 2021 or 2020.

The following table sets forth, by level, a summary of the Plan's investments measured at fair value as of December 31, 2021:

	Level 1	Level 2	Level 3	Total
Mutual funds	<u>\$ 35,171,138</u>	<u>\$ -</u>	<u>\$ -</u>	\$ 35,171,138
Investments measured at NAV*				11,350,983
				<u>\$ 46,522,121</u>

The following table sets forth, by level, a summary of the Plan's investments measured at fair value as of December 31, 2020:

	Level 1	Level 2	Level 3	Total
Mutual funds	<u>\$ 17,648,262</u>	<u>\$ -</u>	<u>\$ -</u>	\$ 17,648,262
Investments measured at NAV*				28,378,722
				<u>\$ 46,026,984</u>

*Certain investments that were measured at NAV per share (or its equivalent) practical expedient have not been categorized 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 statements of net assets available for benefits.

Merichem Company Savings Plan

NOTES TO FINANCIAL STATEMENTS – CONTINUED

December 31, 2021 and 2020

NOTE G – FAIR VALUE MEASUREMENTS – CONTINUED

The following tables provide additional information about the Plan's alternative investments at December 31, 2021 and 2020:

	December 31, 2021		
	<u>Unfunded commitments</u>	<u>Redemption terms</u>	<u>Redemption restrictions</u>
Pooled separate accounts	None	Immediate	None

	December 31, 2020		
	<u>Unfunded commitments</u>	<u>Redemption terms</u>	<u>Redemption restrictions</u>
Pooled separate accounts	None	Immediate	None

NOTE H – SUBSEQUENT EVENTS

The Plan was amended effective February 15, 2022 to change the Company discretionary nonmatching contribution allocation to the following for eligible employees: a) 3% of eligible compensation if employee has less than five years of service, and b) 5% of eligible compensation if employee has five or more years of service. The Company reinstated the nonmatching contribution effective February 1, 2022.

On April 1, 2022, Great-West Life & Annuity Insurance Company acquired the full-service retirement business of Prudential Financial, Inc. As of April 1, 2022, all of Prudential's full service retirement operations and programs became part of Empower Retirement, LLC a wholly-owned subsidiary of Great-West Life & Annuity Insurance Company.

Subsequent events have been evaluated for potential recognition and disclosure through October 10, 2022, the date these financial statements were available to be issued.

SUPPLEMENTAL SCHEDULES

Merichem Company Savings Plan

EIN 74-1539883, Plan 002

SCHEDULE H, LINE 4i - SCHEDULE OF ASSETS (HELD AT END OF YEAR)

December 31, 2021

Schedule I

		(c) Description of investment including maturity date, rate of interest, collateral, par or maturity value	(d) Cost	(e) Current Value
(a)	(b) Identity of issue and description of investment			
*	Prudential Retirement Insurance and Annuity Company:			
	Guaranteed Income Fund	Stable value fund	**	\$ 13,663,148
	Core Bond Enhanced Index/PGIM Fund	Pooled separate account	**	2,696,070
	International Blend Fund/Wellington Management	Pooled separate account	**	1,237,495
	Small Cap Value/Integrity Fund	Pooled separate account	**	830,469
	SA/Invesco Small Cap Growth Strategy	Pooled separate account	**	941,006
	SA/T. Rowe Price Growth Stock Strategy	Pooled separate account	**	5,645,943
	MFS Mid Cap Value R6	Mutual fund	**	789,681
	Pioneer Select Mid Cap Growth K	Mutual fund	**	2,097,485
	Vanguard Institutional Target Retirement 2015	Mutual fund	**	1,298,768
	Vanguard Institutional Target Retirement 2020	Mutual fund	**	2,841,566
	Vanguard Institutional Target Retirement 2025	Mutual fund	**	2,560,303
	Vanguard Institutional Target Retirement 2030	Mutual fund	**	4,273,861
	Vanguard Institutional Target Retirement 2035	Mutual fund	**	2,356,664
	Vanguard Institutional Target Retirement 2040	Mutual fund	**	5,169,230
	Vanguard Institutional Target Retirement 2045	Mutual fund	**	1,972,487
	Vanguard Institutional Target Retirement 2050	Mutual fund	**	718,314
	Vanguard Institutional Target Retirement 2055	Mutual fund	**	478,304
	Vanguard Institutional Target Retirement 2060	Mutual fund	**	245,313
	Vanguard Institutional Target Retirement 2065	Mutual fund	**	131,297
	Vanguard Institutional Target Retirement Income	Mutual fund	**	114,090
	Vanguard Equity-Income Fund Admiral	Mutual fund	**	1,891,112
	Vanguard Total International Stock Index Admiral	Mutual fund	**	426,640
	Vanguard Mid Cap Index Admiral	Mutual fund	**	1,749,235
	Vanguard Small Cap Index Admiral	Mutual fund	**	1,299,101
	Vanguard 500 Index Admiral	Mutual fund	**	4,617,991
	Vanguard Treasury Money Market Investor	Mutual fund	**	139,696
*	Participant Loans ***	4.25% - 6.50%	0	545,487
	Total assets (held at end of year)			<u>\$ 60,730,756</u>

* Indicates party in interest.

** Cost omitted for participant-directed investments.

*** Consists solely of borrowings by participants against their individual account balances. Maturities through April 2031.

The information shown on this schedule was prepared from information provided by Prudential Bank & Trust, F.S.B. and Prudential Retirement Insurance and Annuity Company, which Prudential Bank & Trust, F.S.B. and Prudential Retirement Insurance and Annuity Company have certified as being complete and accurate.

Merichem Company Savings Plan
EIN 74-1539883, Plan 002
SCHEDULE H, LINE 4a - SCHEDULE OF DELINQUENT
PARTICIPANT CONTRIBUTIONS
For the Year Ended December 31, 2021

Schedule II

Participant Contributions Transferred Late to the Plan	Total That Constitutes Nonexempt Prohibited Transactions	Total Fully Corrected Under VFCP and PTE 2002-51
	Contributions	Contributions
Check here if late participant loan repayments are included: <u>X</u>	Contributions Corrected <u>Not Corrected</u>	Pending Correction <u>in VFCP</u>
<u>\$ 168,329</u>	<u>\$ 168,329</u>	

Financial Statements and Supplemental
Schedules and Independent
Auditor's Report

Merichem Company Savings Plan

December 31, 2021 and 2020



MELTON & MELTON, L.L.P.
CERTIFIED PUBLIC ACCOUNTANTS

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MELTON & MELTON, L.L.P.
CERTIFIED PUBLIC ACCOUNTANTS

INDEPENDENT AUDITOR'S REPORT

The Savings Plan Management Committee
Merichem Company Savings Plan:

Scope and Nature of the ERISA Section 103(a)(3)(C) Audit

We have performed audits of the financial statements of Merichem Company Savings Plan (the "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 statements of net assets available for benefits as of December 31, 2021 and 2020, and the related statement of changes in net assets available for benefits for the year ended December 31, 2021, and the related notes to the financial statements.

Management, having determined it is permissible in the circumstances, has elected to have the audits of the Plan's 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 audits 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 certifications from a qualified institution as of December 31, 2021 and 2020, and for the year ended December 31, 2021, stating that the certified investment information, as described in Note D to the financial statements, is complete and accurate.

Opinion

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

- the amounts and disclosures in the accompanying 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 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

We conducted our audits in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the 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 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 the 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 Financial Statements

Except as described in the Scope and Nature of the ERISA Section 103(a)(3)(C) Audit 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 the 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 the Plan's ability to continue as a going concern for a reasonable period of time.

Our audits 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 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.

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 Matter — Supplemental Schedules Required by ERISA

The supplemental schedule H, line 4i - schedule of assets (held at end of year) as of December 31, 2021 and supplemental schedule H, line 4a - schedule of delinquent participant contributions for the year ended 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 audits 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).

Melton & Melton LLP

Houston, Texas
October 10, 2022

Merichem Company Savings Plan

STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS December 31, 2021 and 2020

	<u>2021</u>	<u>2020</u>
Investments, at fair value	\$ 46,522,121	\$ 46,026,984
Investment, at contract value	13,663,148	19,228,342
Cash, non-interest bearing	-	132
Receivables:		
Participant contributions	40,652	-
Employer contributions	21,572	-
Notes receivable from participants	545,487	575,805
Total receivables	<u>607,711</u>	<u>575,805</u>
Net assets available for benefits	<u>\$ 60,792,980</u>	<u>\$ 65,831,263</u>

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

Merichem Company Savings Plan

STATEMENT OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS For the Year Ended December 31, 2021

Additions:	
Net investment income:	
Interest on guaranteed income fund	\$ 248,504
Dividend income	564,358
Net appreciation in fair value of investments	<u>5,902,329</u>
Total net investment income	<u>6,715,191</u>
Interest income on notes receivable from participants	<u>29,021</u>
Contributions:	
Employer	828,149
Participant	1,503,897
Rollover	<u>1,047,461</u>
Total contributions	<u>3,379,507</u>
Total additions	<u>10,123,719</u>
Deductions:	
Withdrawals	15,120,292
Administrative expenses	<u>41,710</u>
Total deductions	<u>15,162,002</u>
Net change in net assets available for benefits	(5,038,283)
Net assets available for benefits, beginning of year	<u>65,831,263</u>
Net assets available for benefits, end of year	<u><u>\$ 60,792,980</u></u>

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

Merichem Company Savings Plan

NOTES TO FINANCIAL STATEMENTS

December 31, 2021 and 2020

NOTE A – THE PLAN

1. General

The following description of the Merichem Company Savings Plan (the “Plan”) provides only general information. Participants should refer to the Plan document for a more complete description of the Plan’s provisions. The Plan was amended February 1, 2021 and amended and restated effective August 1, 2021. Any changes to Plan provisions are described below.

The Plan is a defined contribution plan that was originally adopted effective January 1, 1969. The Plan has subsequently been amended and restated. The Plan and the related trust fund are established and maintained for the exclusive benefit of the participating employees of Merichem Company (the “Company”), the Plan sponsor. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974, as amended (“ERISA”).

On March 27, 2020, Congress passed the Coronavirus Aid, Relief, and Economic Security Act (CARES Act) which included several temporary relief provisions available to tax qualified retirement plans and their participants. The provisions of the CARES Act could be effective and operationalized immediately, prior to amending the Plan document. The Plan adopted certain provisions included in the CARES Act and will amend the Plan retroactively in accordance with Internal Revenue Service (IRS) regulations.

2. Administration

The Plan is administered by the Company with responsibility for administration delegated to the Savings Plan Management Committee (the “Committee”) whose members are appointed by the board of directors of the Company. Among other duties, it is the responsibility of the Committee to construe and interpret the Plan, decide all questions of eligibility, and determine the amount and time of payment of any benefits.

3. Trustee and Custodian

Prudential Bank & Trust, F.S.B. serves as the Plan’s trustee and Prudential Retirement Insurance and Annuity Company (PRIAC) serves as custodian for the Guaranteed Income Fund and the pooled separate accounts.

Among other duties, the custodian and trustee of the Plan are to receive contributions; manage, invest, and reinvest the trust fund in accordance with the provisions of the Plan; and pay all costs and expenses incidental to the Plan. The term “trust fund” refers to all assets of any kind or nature held from time to time by the custodian and trustee, which assets form part of the Plan, without distinction as to income or principal.

4. Eligibility

Each covered employee (as defined in the Plan document) who has attained age 18 is eligible to participate in the Plan on the next available entry date. Employees are allowed to enter the Plan on the first day of the month coincident with or immediately following their meeting the eligibility requirements.

Merichem Company Savings Plan

NOTES TO FINANCIAL STATEMENTS – CONTINUED

December 31, 2021 and 2020

NOTE A – THE PLAN – CONTINUED

5. Contributions

Participants in the Plan may contribute a minimum of 1% of their compensation (as defined in the Plan document). Participants may (a) make salary deferral contributions by executing a tax-deferred savings agreement whereby up to 50% of their compensation (as defined in the Plan) is contributed to the Plan on a before-tax basis subject to certain limitations, and/or (b) make after-tax contributions to the Plan by executing a savings agreement whereby, up to 19% of their compensation (as defined in the Plan) is contributed to the after-tax election. Effective August 1, 2021, participants may elect to make a Roth 401(k) contribution up to 50% of their compensation subject to certain limitations (as defined in the Plan).

An automatic tax-deferred contribution of 6% of a newly eligible or rehired employee's compensation (as defined in the Plan) is made to the Plan, unless the employee elects otherwise. A 2% automatic escalation of this contribution will occur annually on July 1, up to 10%, unless the employee elects otherwise. Effective February 1, 2021 the deferral threshold of the automatic escalation feature increased from 10% to 15%.

Participants age 50 or older during the plan year may also elect to make a catch-up contribution, subject to certain IRS limits (\$6,500 in 2021).

The Company shall make a regular matching contribution equal to 100% of the aggregate of salary deferral, Roth 401(k), and after-tax contributions that are up to 6% of considered compensation (as defined in the Plan). Catch-up contributions are excluded from the match.

Through January 31, 2021, the Company made a nonmatching contribution on behalf of each eligible employee equal to a percentage of the employee's eligible compensation based on years of service as follows: 3% for less than five years of service, 5% for five to eight years of service, and 7% for nine or more years of service. Effective February 1, 2021, the nonmatching contribution became discretionary and eligible employees are those hired prior to August 1, 2021. The discretionary nonmatching contribution was temporarily suspended February 1, 2021 and remained suspended as of December 31, 2021.

From time to time, the Company may elect to make a discretionary nonelective contribution to all participants regardless of participation who are employed on the last day of the plan year and have completed 1,000 hours during the plan year. No discretionary contributions were made for the year ended December 31, 2021.

The Company will determine, at its discretion, an amount to be allocated each plan year from the suspense account related to the Plan assets transferred in from the Merichem Company Retirement Trust ("the Trust"). The contributions will be allocated to eligible employees, as defined by the Plan, on a pay period basis. The total contributions allocated for the plan year can be no less than the minimum percentage defined in the amendment over a seven year period. The amount is funded as a nonelective employer contribution. The Company elected to allocate an amount equal to 6% of eligible compensation for each eligible employee on a pay period basis until the funds are depleted. Approximately \$949,000 was allocated during the year ended December 31, 2021, which met the minimum requirement. The suspense account balance at December 31, 2021 and 2020 was approximately \$140,000 and \$1,089,000, respectively.

Participants are permitted to roll over monies from other qualified plans, including after-tax contributions and accounts, as allowed under the Plan's provisions. The Plan is participant directed and participants may change their contribution amounts or investment options at any time.

Merichem Company Savings Plan

NOTES TO FINANCIAL STATEMENTS – CONTINUED

December 31, 2021 and 2020

NOTE A – THE PLAN – CONTINUED

6. Investment of Funds

The participants' investment fund options are comprised of mutual funds, pooled separate accounts, and a guaranteed income fund.

The plan administrator may determine other categories of assets in which the Plan can invest. This could result in the addition of new investment funds within the Plan. Any new investment funds are required to be announced and made available on an equal basis to all Plan participants.

Income earned from investments and any appreciation or depreciation in the market values of the Plan assets are allocated to each participant's account on a daily basis.

7. Notes Receivable from Participants (Loans)

Participants may, subject to certain limitations, borrow a minimum of \$1,000 up to a maximum of the lesser of \$50,000 or 50% of their vested accounts in the Plan. A participant may not have more than two outstanding loans at any time. These loans are secured by the participant's vested interest in his or her account. Loans bear interest at a reasonable rate comparable to current rates charged for loans made under similar circumstances by lending institutions, with the interest rate as determined by the Plan's recordkeeper at the date of the loan. Interest rates on outstanding loans at December 31, 2021 range from 4.25% to 6.50%. Loan maturities at December 31, 2021 extend to April 2031. The loans are repaid through payroll deductions and direct payments by the participants to the trustee and custodian. A participant who pays off an existing loan may not apply for another loan during the 30-day period following the pay-off date of the prior plan loan.

8. Distributions

Normal retirement age under the Plan is 65. Upon a participant's termination, permanent disability, or retirement, the vested funds in the participant's account may be distributed in a lump-sum payment or installments over a specified period. Upon the death of a participant, the account balance is paid to such participant's designated beneficiary.

Upon termination of a participant for any reason other than death, retirement, or total permanent disability, they are entitled to their contributions plus a vested percentage of Company contributions, including earnings allocated to their account. Participants vest in their nonelective, nonmatching, and regular matching contributions 33% after one year of service, 67% after two years of service, and 100% after three years of service. Certain participants receive credit for service with predecessor employers for purposes of vesting under the Plan.

The Plan provides an additional distribution option for participants who have terminated employment. A participant who is eligible for a distribution due to termination of employment (or their surviving beneficiary, as the case may be), may elect to receive a single sum cash payment of their vested account balance. Plan distributions are to be made as soon as reasonably practicable. All benefits of less than \$1,000 shall be paid out in a single lump sum as soon as administratively possible after termination. The Plan also allows withdrawals of after-tax contributions and rollover accounts, hardship withdrawals, and other in-service withdrawals.

Merichem Company Savings Plan

NOTES TO FINANCIAL STATEMENTS – CONTINUED

December 31, 2021 and 2020

NOTE A – THE PLAN – CONTINUED

9. Forfeitures

The participant's nonvested Company contributions are forfeited upon termination, but may be reinstated if the participant resumes employment within five years and reinstates the vested portion of Company contributions received upon termination.

All forfeitures are used first for reinstated former participants and then to reduce contributions of the Company or to pay Plan expenses. Any forfeitures incurred during the prior plan year that remain at the end of the current plan year are allocated to participants who are employed on the last day of the plan year and completed 1,000 hours of service during the plan year. There were no forfeitures to allocate to participants at December 31, 2021. The forfeiture account balance at December 31, 2021 and 2020 was \$38,474 and \$20,168, respectively. During 2021, \$3,809 and \$22,948 in forfeitures were used to reduce contributions of the Company and pay Plan expenses, respectively.

10. Administrative Expenses

Participant transaction fees for withdrawals and loans are charged to the participants' accounts when participants have elected such transactions and are shown as administrative expenses. Other expenses of the Plan are paid directly by the Company and are excluded from these financial statements. Other investment-related expenses are included in net appreciation in fair value of investments.

11. Termination of the Plan

In the event the Plan is terminated, after payment of all expenses and proportional adjustment of the participants' accounts to reflect such expenses, trust fund profits or losses, and reallocation to the date of termination, each participant will become 100% vested and be entitled to receive any amounts credited to their account in the trust fund accumulated to the date of termination of the Plan.

NOTE B – SUMMARY OF ACCOUNTING POLICIES

1. Basis of Accounting

The accompanying financial statements are presented on the accrual basis of accounting in accordance with accounting principles generally accepted in the United States of America.

2. Use of Estimates

The preparation of the financial statements in conformity with accounting principles generally accepted in the United States of America requires the plan administrator to use estimates and assumptions that affect reported amounts of assets, liabilities, and changes therein, and disclosure of contingent liabilities at the date of the financial statements. Actual results could differ from those estimates.

Merichem Company Savings Plan

NOTES TO FINANCIAL STATEMENTS – CONTINUED

December 31, 2021 and 2020

NOTE B – SUMMARY OF ACCOUNTING POLICIES – CONTINUED

3. Payment of Benefits

Benefit payments are recorded when distributed. Accordingly, benefits payable to persons who have elected to withdraw from the Plan, but not been paid, have not been accrued by the Plan. At December 31, 2021 and 2020, there were no amounts payable to participants.

4. Investment Valuation

Investments are reported at fair value, except the fully benefit-responsive investment contract, which is reported at contract 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. Refer to Note G for discussion of fair value measurements.

5. Investment Contract with Investment Company

The Guaranteed Income Fund is an evergreen group annuity contract issued by PRIAC. This fund is designed to provide liquidity and safety of principal with a competitive rate of return. The fund invests in a broadly diversified, fixed-income portfolio within PRIAC's general account. The portfolio is primarily invested in public bonds, commercial mortgages, and private placement bonds. Through this investment, the Plan owns a promise to pay interest at crediting rates, which are announced in advance and guaranteed for the indicated period of time as outlined in the group annuity contract, generally semi-annually. Investments in the Guaranteed Income Fund are recorded at contract value as the contract is fully benefit-responsive. As such, participants may direct the withdrawal or transfer of all or a portion of their investments at contract value. Contract value represents contributions made under the contract, plus earnings, less participant withdrawals and fees.

Interest is credited on contract balances using a single "portfolio rate" approach. Under this methodology, a single interest crediting rate is applied to all contributions made to the product regardless of the timing of those contributions. Interest crediting rates are reviewed on a semi-annual basis for resetting. When establishing interest crediting rates for this product, PRIAC considers many factors, including current economic and market conditions, the general interest rate environment, and both the expected and actual experience of a reference portfolio within the issuer's general account. These rates are established without the use of a specific formula. The minimum crediting interest rate under the contract is 1.5%. Generally, there are not any events that could limit the ability of the Plan to transact at contract value paid within 90 days or contract value paid over time. In addition, there are not any events that allow the issuer to terminate the contract and which require the Plan sponsor to settle at an amount different than contract value paid either within 90 days or over time.

6. Notes Receivable from Participants (Loans)

Notes receivable from participants (loans) are reflected at their unpaid principal balance plus any accrued but unpaid interest. Interest income is recorded on the accrual basis. Related fees are recorded as administrative expenses and are expensed when they are incurred. Delinquent participant loans are reclassified as distributions based upon the terms of the Plan document. At December 31, 2021 and 2020, no allowance for credit losses was considered necessary by management.

Merichem Company Savings Plan

NOTES TO FINANCIAL STATEMENTS – CONTINUED

December 31, 2021 and 2020

NOTE B – SUMMARY OF ACCOUNTING POLICIES – CONTINUED

7. Investment Income Recognition

Purchases and sales are recorded on the trade date. Realized gains (losses) on sale of investments and unrealized appreciation (depreciation) of investments are reported as net appreciation in fair value of investments in the statement of changes in net assets available for benefits.

Interest income is recorded as earned. Dividends are recorded on the ex-dividend date. Net appreciation in fair value of investments includes the Plan's gains and losses on investments bought and sold as well as held during the year.

NOTE C – RISKS AND UNCERTAINTIES

The Plan provides for various investments in mutual funds, pooled separate accounts, and a guaranteed income fund. Investment securities, in general, are exposed to various risks, such as interest rate, credit, and overall market volatility 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 participant account balances and the amounts reported in the financial statements.

The Plan, through its investment in certain funds, invests in securities with contractual cash flows, such as asset-backed securities, collateralized-mortgage obligations, and commercial mortgage-backed securities, including securities backed by subprime mortgage loans. The value, liquidity, and related income of those securities are sensitive to changes in economic conditions, including real estate value, delinquencies or defaults, or both, and may be adversely affected by shifts in the market's perception of the issuers and changes in interest rates.

NOTE D – INFORMATION CERTIFIED

The Committee has elected the method of compliance permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Accordingly, as permitted under such election, the Committee has obtained certifications from the trustee of the Plan and PRIAC that all of the information provided by them is complete and accurate. Information included in the accompanying financial statements and notes to financial statements as to all investments, notes receivable from participants, interest on guaranteed income fund, interest on notes receivable from participants, net appreciation in fair value of investments, dividend income, significant investment disclosures, and information in the supplemental Schedule H, Line 4i – Schedule of Assets (Held at End of Year) as of December 31, 2021 is presented in reliance solely upon those certifications.

NOTE E – TAX STATUS

The Plan obtained a determination letter dated September 21, 2016 in which the IRS stated that the Plan, as then designed, was in compliance with the applicable requirements of the Internal Revenue Code of 1986, as amended (the "Code"). The Plan has been amended and restated since receiving the determination letter; however, the Committee believes that the Plan is currently being operated in compliance with the applicable requirements of the Code, and the related trust is tax exempt.

Merichem Company Savings Plan

NOTES TO FINANCIAL STATEMENTS – CONTINUED

December 31, 2021 and 2020

NOTE E – TAX STATUS - CONTINUED

Accounting principles generally accepted in the United States of America require plan management to evaluate tax positions taken by the Plan and to determine if the Plan has taken an uncertain position that more likely than not would not be sustained upon examination by the IRS. The plan administrator has analyzed the tax positions taken by the Plan, and has concluded that as of December 31, 2021 and 2020, there are no uncertain positions taken or expected to be taken. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

NOTE F – PARTY-IN-INTEREST TRANSACTIONS

Plan investments include pooled separate accounts and a guaranteed income fund managed by PRIAC. PRIAC is the custodian of the Plan's assets; therefore, these transactions qualify as party-in-interest transactions. Fees paid by the Plan to the custodian of the Plan's assets amounted to \$41,710 for the year ended December 31, 2021. Notes receivable from participants also qualify as party-in-interest transactions. These transactions are covered by an exemption from the "prohibited transactions" provisions of ERISA and the Code.

NOTE G – FAIR VALUE MEASUREMENTS

The Financial Accounting Standards Board Accounting Standards Codification Topic 820, *Fair Value Measurement*, establishes a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1 measurement) and the lowest priority to unobservable inputs (Level 3 measurements).

Valuation techniques used need to maximize the use of observable inputs and minimize the use of unobservable inputs. The assessment of the significance of a particular input to the fair value measurements requires judgment and may affect the valuation of assets and liabilities being measured and their placement or changes in their placement within the fair value hierarchy. Transfers between levels are recognized on the actual date of the event resulting in the transfer.

The three levels of the fair value hierarchy are as follows:

Basis of Fair Value Measurement

Level 1 - Unadjusted quoted prices in active markets that are accessible at the measurement date for identical, unrestricted assets or liabilities.

Level 2 - Quoted prices for identical or similar assets or liabilities in markets that are not considered to be active or financial instruments without quoted market prices, but for which all significant inputs are observable, either directly or indirectly.

Level 3 - Prices or valuations that require inputs that are both significant to the fair value measurement and unobservable.

A financial instrument's level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement.

Merichem Company Savings Plan

NOTES TO FINANCIAL STATEMENTS – CONTINUED

December 31, 2021 and 2020

NOTE G – FAIR VALUE MEASUREMENTS – CONTINUED

Mutual funds are valued at the daily closing price as reported by the fund. Mutual funds held by the Plan are open-end mutual funds that are registered with the SEC. These funds are required to publish their daily net asset value (NAV) and to transact at that price. The mutual funds held by the Plan are deemed to be actively traded. Investments in pooled separate accounts are valued at fair value using NAV as a practical expedient as determined by the asset custodian by reference to published market data, if available, of the underlying assets.

The methods described above may produce a fair value calculation that may not be indicative of net asset value or reflective of future fair values. Furthermore, while the Plan's valuation methods are appropriate and consistent with other market participants, the use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in a different estimate of fair value at the reporting date.

The inputs and methodologies used for valuing securities are not an indication of the risk associated with investing in those securities. There have been no changes in the methodologies used at December 31, 2021 or 2020.

The following table sets forth, by level, a summary of the Plan's investments measured at fair value as of December 31, 2021:

	Level 1	Level 2	Level 3	Total
Mutual funds	<u>\$ 35,171,138</u>	<u>\$ -</u>	<u>\$ -</u>	\$ 35,171,138
Investments measured at NAV*				11,350,983
				<u>\$ 46,522,121</u>

The following table sets forth, by level, a summary of the Plan's investments measured at fair value as of December 31, 2020:

	Level 1	Level 2	Level 3	Total
Mutual funds	<u>\$ 17,648,262</u>	<u>\$ -</u>	<u>\$ -</u>	\$ 17,648,262
Investments measured at NAV*				28,378,722
				<u>\$ 46,026,984</u>

*Certain investments that were measured at NAV per share (or its equivalent) practical expedient have not been categorized 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 statements of net assets available for benefits.

Merichem Company Savings Plan

NOTES TO FINANCIAL STATEMENTS – CONTINUED

December 31, 2021 and 2020

NOTE G – FAIR VALUE MEASUREMENTS – CONTINUED

The following tables provide additional information about the Plan's alternative investments at December 31, 2021 and 2020:

	December 31, 2021		
	Unfunded commitments	Redemption terms	Redemption restrictions
Pooled separate accounts	None	Immediate	None

	December 31, 2020		
	Unfunded commitments	Redemption terms	Redemption restrictions
Pooled separate accounts	None	Immediate	None

NOTE H – SUBSEQUENT EVENTS

The Plan was amended effective February 15, 2022 to change the Company discretionary nonmatching contribution allocation to the following for eligible employees: a) 3% of eligible compensation if employee has less than five years of service, and b) 5% of eligible compensation if employee has five or more years of service. The Company reinstated the nonmatching contribution effective February 1, 2022.

On April 1, 2022, Great-West Life & Annuity Insurance Company acquired the full-service retirement business of Prudential Financial, Inc. As of April 1, 2022, all of Prudential's full service retirement operations and programs became part of Empower Retirement, LLC a wholly-owned subsidiary of Great-West Life & Annuity Insurance Company.

Subsequent events have been evaluated for potential recognition and disclosure through October 10, 2022, the date these financial statements were available to be issued.

SUPPLEMENTAL SCHEDULES

Merichem Company Savings Plan

EIN 74-1539883, Plan 002

SCHEDULE H, LINE 4i - SCHEDULE OF ASSETS (HELD AT END OF YEAR)

December 31, 2021

Schedule I

		(c) Description of investment including maturity date, rate of interest, collateral, par or maturity value	(d) Cost	(e) Current Value
(a)	(b) Identity of issue and description of investment			
*	Prudential Retirement Insurance and Annuity Company:			
	Guaranteed Income Fund	Stable value fund	**	\$ 13,663,148
	Core Bond Enhanced Index/PGIM Fund	Pooled separate account	**	2,696,070
	International Blend Fund/Wellington Management	Pooled separate account	**	1,237,495
	Small Cap Value/Integrity Fund	Pooled separate account	**	830,469
	SA/Invesco Small Cap Growth Strategy	Pooled separate account	**	941,006
	SA/T. Rowe Price Growth Stock Strategy	Pooled separate account	**	5,645,943
	MFS Mid Cap Value R6	Mutual fund	**	789,681
	Pioneer Select Mid Cap Growth K	Mutual fund	**	2,097,485
	Vanguard Institutional Target Retirement 2015	Mutual fund	**	1,298,768
	Vanguard Institutional Target Retirement 2020	Mutual fund	**	2,841,566
	Vanguard Institutional Target Retirement 2025	Mutual fund	**	2,560,303
	Vanguard Institutional Target Retirement 2030	Mutual fund	**	4,273,861
	Vanguard Institutional Target Retirement 2035	Mutual fund	**	2,356,664
	Vanguard Institutional Target Retirement 2040	Mutual fund	**	5,169,230
	Vanguard Institutional Target Retirement 2045	Mutual fund	**	1,972,487
	Vanguard Institutional Target Retirement 2050	Mutual fund	**	718,314
	Vanguard Institutional Target Retirement 2055	Mutual fund	**	478,304
	Vanguard Institutional Target Retirement 2060	Mutual fund	**	245,313
	Vanguard Institutional Target Retirement 2065	Mutual fund	**	131,297
	Vanguard Institutional Target Retirement Income	Mutual fund	**	114,090
	Vanguard Equity-Income Fund Admiral	Mutual fund	**	1,891,112
	Vanguard Total International Stock Index Admiral	Mutual fund	**	426,640
	Vanguard Mid Cap Index Admiral	Mutual fund	**	1,749,235
	Vanguard Small Cap Index Admiral	Mutual fund	**	1,299,101
	Vanguard 500 Index Admiral	Mutual fund	**	4,617,991
	Vanguard Treasury Money Market Investor	Mutual fund	**	139,696
*	Participant Loans ***	4.25% - 6.50%	0	545,487
	Total assets (held at end of year)			<u>\$ 60,730,756</u>

* Indicates party in interest.

** Cost omitted for participant-directed investments.

*** Consists solely of borrowings by participants against their individual account balances. Maturities through April 2031.

The information shown on this schedule was prepared from information provided by Prudential Bank & Trust, F.S.B. and Prudential Retirement Insurance and Annuity Company, which Prudential Bank & Trust, F.S.B. and Prudential Retirement Insurance and Annuity Company have certified as being complete and accurate.

Merichem Company Savings Plan
EIN 74-1539883, Plan 002
SCHEDULE H, LINE 4a - SCHEDULE OF DELINQUENT
PARTICIPANT CONTRIBUTIONS
For the Year Ended December 31, 2021

Schedule II

Participant Contributions Transferred Late to the Plan	Total That Constitutes Nonexempt Prohibited Transactions	Total Fully Corrected Under VFCP and PTE 2002-51
	Contributions	Contributions
Check here if late participant loan repayments are included: <u>X</u>	Contributions Corrected <u>Not Corrected</u>	Pending Correction <u>in VFCP</u>
<u>\$ 168,329</u>	<u>\$ 168,329</u>	

Financial Statements and Supplemental
Schedules and Independent
Auditor's Report

Merichem Company Savings Plan

December 31, 2021 and 2020



MELTON & MELTON, L.L.P.
CERTIFIED PUBLIC ACCOUNTANTS

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MELTON & MELTON, L.L.P.
CERTIFIED PUBLIC ACCOUNTANTS

INDEPENDENT AUDITOR'S REPORT

The Savings Plan Management Committee
Merichem Company Savings Plan:

Scope and Nature of the ERISA Section 103(a)(3)(C) Audit

We have performed audits of the financial statements of Merichem Company Savings Plan (the "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 statements of net assets available for benefits as of December 31, 2021 and 2020, and the related statement of changes in net assets available for benefits for the year ended December 31, 2021, and the related notes to the financial statements.

Management, having determined it is permissible in the circumstances, has elected to have the audits of the Plan's 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 audits 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 certifications from a qualified institution as of December 31, 2021 and 2020, and for the year ended December 31, 2021, stating that the certified investment information, as described in Note D to the financial statements, is complete and accurate.

Opinion

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

- the amounts and disclosures in the accompanying 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 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

We conducted our audits in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the 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 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 the 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 Financial Statements

Except as described in the Scope and Nature of the ERISA Section 103(a)(3)(C) Audit 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 the 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 the Plan's ability to continue as a going concern for a reasonable period of time.

Our audits 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 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.

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 Matter — Supplemental Schedules Required by ERISA

The supplemental schedule H, line 4i - schedule of assets (held at end of year) as of December 31, 2021 and supplemental schedule H, line 4a - schedule of delinquent participant contributions for the year ended 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 audits 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).

Melton & Melton LLP

Houston, Texas
October 10, 2022

Merichem Company Savings Plan

STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS December 31, 2021 and 2020

	<u>2021</u>	<u>2020</u>
Investments, at fair value	\$ 46,522,121	\$ 46,026,984
Investment, at contract value	13,663,148	19,228,342
Cash, non-interest bearing	-	132
Receivables:		
Participant contributions	40,652	-
Employer contributions	21,572	-
Notes receivable from participants	545,487	575,805
Total receivables	<u>607,711</u>	<u>575,805</u>
Net assets available for benefits	<u>\$ 60,792,980</u>	<u>\$ 65,831,263</u>

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

Merichem Company Savings Plan

STATEMENT OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS For the Year Ended December 31, 2021

Additions:	
Net investment income:	
Interest on guaranteed income fund	\$ 248,504
Dividend income	564,358
Net appreciation in fair value of investments	<u>5,902,329</u>
Total net investment income	<u>6,715,191</u>
Interest income on notes receivable from participants	<u>29,021</u>
Contributions:	
Employer	828,149
Participant	1,503,897
Rollover	<u>1,047,461</u>
Total contributions	<u>3,379,507</u>
Total additions	<u>10,123,719</u>
Deductions:	
Withdrawals	15,120,292
Administrative expenses	<u>41,710</u>
Total deductions	<u>15,162,002</u>
Net change in net assets available for benefits	(5,038,283)
Net assets available for benefits, beginning of year	<u>65,831,263</u>
Net assets available for benefits, end of year	<u><u>\$ 60,792,980</u></u>

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

Merichem Company Savings Plan

NOTES TO FINANCIAL STATEMENTS

December 31, 2021 and 2020

NOTE A – THE PLAN

1. General

The following description of the Merichem Company Savings Plan (the “Plan”) provides only general information. Participants should refer to the Plan document for a more complete description of the Plan’s provisions. The Plan was amended February 1, 2021 and amended and restated effective August 1, 2021. Any changes to Plan provisions are described below.

The Plan is a defined contribution plan that was originally adopted effective January 1, 1969. The Plan has subsequently been amended and restated. The Plan and the related trust fund are established and maintained for the exclusive benefit of the participating employees of Merichem Company (the “Company”), the Plan sponsor. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974, as amended (“ERISA”).

On March 27, 2020, Congress passed the Coronavirus Aid, Relief, and Economic Security Act (CARES Act) which included several temporary relief provisions available to tax qualified retirement plans and their participants. The provisions of the CARES Act could be effective and operationalized immediately, prior to amending the Plan document. The Plan adopted certain provisions included in the CARES Act and will amend the Plan retroactively in accordance with Internal Revenue Service (IRS) regulations.

2. Administration

The Plan is administered by the Company with responsibility for administration delegated to the Savings Plan Management Committee (the “Committee”) whose members are appointed by the board of directors of the Company. Among other duties, it is the responsibility of the Committee to construe and interpret the Plan, decide all questions of eligibility, and determine the amount and time of payment of any benefits.

3. Trustee and Custodian

Prudential Bank & Trust, F.S.B. serves as the Plan’s trustee and Prudential Retirement Insurance and Annuity Company (PRIAC) serves as custodian for the Guaranteed Income Fund and the pooled separate accounts.

Among other duties, the custodian and trustee of the Plan are to receive contributions; manage, invest, and reinvest the trust fund in accordance with the provisions of the Plan; and pay all costs and expenses incidental to the Plan. The term “trust fund” refers to all assets of any kind or nature held from time to time by the custodian and trustee, which assets form part of the Plan, without distinction as to income or principal.

4. Eligibility

Each covered employee (as defined in the Plan document) who has attained age 18 is eligible to participate in the Plan on the next available entry date. Employees are allowed to enter the Plan on the first day of the month coincident with or immediately following their meeting the eligibility requirements.

Merichem Company Savings Plan

NOTES TO FINANCIAL STATEMENTS – CONTINUED

December 31, 2021 and 2020

NOTE A – THE PLAN – CONTINUED

5. Contributions

Participants in the Plan may contribute a minimum of 1% of their compensation (as defined in the Plan document). Participants may (a) make salary deferral contributions by executing a tax-deferred savings agreement whereby up to 50% of their compensation (as defined in the Plan) is contributed to the Plan on a before-tax basis subject to certain limitations, and/or (b) make after-tax contributions to the Plan by executing a savings agreement whereby, up to 19% of their compensation (as defined in the Plan) is contributed to the after-tax election. Effective August 1, 2021, participants may elect to make a Roth 401(k) contribution up to 50% of their compensation subject to certain limitations (as defined in the Plan).

An automatic tax-deferred contribution of 6% of a newly eligible or rehired employee's compensation (as defined in the Plan) is made to the Plan, unless the employee elects otherwise. A 2% automatic escalation of this contribution will occur annually on July 1, up to 10%, unless the employee elects otherwise. Effective February 1, 2021 the deferral threshold of the automatic escalation feature increased from 10% to 15%.

Participants age 50 or older during the plan year may also elect to make a catch-up contribution, subject to certain IRS limits (\$6,500 in 2021).

The Company shall make a regular matching contribution equal to 100% of the aggregate of salary deferral, Roth 401(k), and after-tax contributions that are up to 6% of considered compensation (as defined in the Plan). Catch-up contributions are excluded from the match.

Through January 31, 2021, the Company made a nonmatching contribution on behalf of each eligible employee equal to a percentage of the employee's eligible compensation based on years of service as follows: 3% for less than five years of service, 5% for five to eight years of service, and 7% for nine or more years of service. Effective February 1, 2021, the nonmatching contribution became discretionary and eligible employees are those hired prior to August 1, 2021. The discretionary nonmatching contribution was temporarily suspended February 1, 2021 and remained suspended as of December 31, 2021.

From time to time, the Company may elect to make a discretionary nonelective contribution to all participants regardless of participation who are employed on the last day of the plan year and have completed 1,000 hours during the plan year. No discretionary contributions were made for the year ended December 31, 2021.

The Company will determine, at its discretion, an amount to be allocated each plan year from the suspense account related to the Plan assets transferred in from the Merichem Company Retirement Trust ("the Trust"). The contributions will be allocated to eligible employees, as defined by the Plan, on a pay period basis. The total contributions allocated for the plan year can be no less than the minimum percentage defined in the amendment over a seven year period. The amount is funded as a nonelective employer contribution. The Company elected to allocate an amount equal to 6% of eligible compensation for each eligible employee on a pay period basis until the funds are depleted. Approximately \$949,000 was allocated during the year ended December 31, 2021, which met the minimum requirement. The suspense account balance at December 31, 2021 and 2020 was approximately \$140,000 and \$1,089,000, respectively.

Participants are permitted to roll over monies from other qualified plans, including after-tax contributions and accounts, as allowed under the Plan's provisions. The Plan is participant directed and participants may change their contribution amounts or investment options at any time.

Merichem Company Savings Plan

NOTES TO FINANCIAL STATEMENTS – CONTINUED

December 31, 2021 and 2020

NOTE A – THE PLAN – CONTINUED

6. Investment of Funds

The participants' investment fund options are comprised of mutual funds, pooled separate accounts, and a guaranteed income fund.

The plan administrator may determine other categories of assets in which the Plan can invest. This could result in the addition of new investment funds within the Plan. Any new investment funds are required to be announced and made available on an equal basis to all Plan participants.

Income earned from investments and any appreciation or depreciation in the market values of the Plan assets are allocated to each participant's account on a daily basis.

7. Notes Receivable from Participants (Loans)

Participants may, subject to certain limitations, borrow a minimum of \$1,000 up to a maximum of the lesser of \$50,000 or 50% of their vested accounts in the Plan. A participant may not have more than two outstanding loans at any time. These loans are secured by the participant's vested interest in his or her account. Loans bear interest at a reasonable rate comparable to current rates charged for loans made under similar circumstances by lending institutions, with the interest rate as determined by the Plan's recordkeeper at the date of the loan. Interest rates on outstanding loans at December 31, 2021 range from 4.25% to 6.50%. Loan maturities at December 31, 2021 extend to April 2031. The loans are repaid through payroll deductions and direct payments by the participants to the trustee and custodian. A participant who pays off an existing loan may not apply for another loan during the 30-day period following the pay-off date of the prior plan loan.

8. Distributions

Normal retirement age under the Plan is 65. Upon a participant's termination, permanent disability, or retirement, the vested funds in the participant's account may be distributed in a lump-sum payment or installments over a specified period. Upon the death of a participant, the account balance is paid to such participant's designated beneficiary.

Upon termination of a participant for any reason other than death, retirement, or total permanent disability, they are entitled to their contributions plus a vested percentage of Company contributions, including earnings allocated to their account. Participants vest in their nonelective, nonmatching, and regular matching contributions 33% after one year of service, 67% after two years of service, and 100% after three years of service. Certain participants receive credit for service with predecessor employers for purposes of vesting under the Plan.

The Plan provides an additional distribution option for participants who have terminated employment. A participant who is eligible for a distribution due to termination of employment (or their surviving beneficiary, as the case may be), may elect to receive a single sum cash payment of their vested account balance. Plan distributions are to be made as soon as reasonably practicable. All benefits of less than \$1,000 shall be paid out in a single lump sum as soon as administratively possible after termination. The Plan also allows withdrawals of after-tax contributions and rollover accounts, hardship withdrawals, and other in-service withdrawals.

Merichem Company Savings Plan

NOTES TO FINANCIAL STATEMENTS – CONTINUED

December 31, 2021 and 2020

NOTE A – THE PLAN – CONTINUED

9. Forfeitures

The participant's nonvested Company contributions are forfeited upon termination, but may be reinstated if the participant resumes employment within five years and reinstates the vested portion of Company contributions received upon termination.

All forfeitures are used first for reinstated former participants and then to reduce contributions of the Company or to pay Plan expenses. Any forfeitures incurred during the prior plan year that remain at the end of the current plan year are allocated to participants who are employed on the last day of the plan year and completed 1,000 hours of service during the plan year. There were no forfeitures to allocate to participants at December 31, 2021. The forfeiture account balance at December 31, 2021 and 2020 was \$38,474 and \$20,168, respectively. During 2021, \$3,809 and \$22,948 in forfeitures were used to reduce contributions of the Company and pay Plan expenses, respectively.

10. Administrative Expenses

Participant transaction fees for withdrawals and loans are charged to the participants' accounts when participants have elected such transactions and are shown as administrative expenses. Other expenses of the Plan are paid directly by the Company and are excluded from these financial statements. Other investment-related expenses are included in net appreciation in fair value of investments.

11. Termination of the Plan

In the event the Plan is terminated, after payment of all expenses and proportional adjustment of the participants' accounts to reflect such expenses, trust fund profits or losses, and reallocation to the date of termination, each participant will become 100% vested and be entitled to receive any amounts credited to their account in the trust fund accumulated to the date of termination of the Plan.

NOTE B – SUMMARY OF ACCOUNTING POLICIES

1. Basis of Accounting

The accompanying financial statements are presented on the accrual basis of accounting in accordance with accounting principles generally accepted in the United States of America.

2. Use of Estimates

The preparation of the financial statements in conformity with accounting principles generally accepted in the United States of America requires the plan administrator to use estimates and assumptions that affect reported amounts of assets, liabilities, and changes therein, and disclosure of contingent liabilities at the date of the financial statements. Actual results could differ from those estimates.

Merichem Company Savings Plan

NOTES TO FINANCIAL STATEMENTS – CONTINUED

December 31, 2021 and 2020

NOTE B – SUMMARY OF ACCOUNTING POLICIES – CONTINUED

3. Payment of Benefits

Benefit payments are recorded when distributed. Accordingly, benefits payable to persons who have elected to withdraw from the Plan, but not been paid, have not been accrued by the Plan. At December 31, 2021 and 2020, there were no amounts payable to participants.

4. Investment Valuation

Investments are reported at fair value, except the fully benefit-responsive investment contract, which is reported at contract 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. Refer to Note G for discussion of fair value measurements.

5. Investment Contract with Investment Company

The Guaranteed Income Fund is an evergreen group annuity contract issued by PRIAC. This fund is designed to provide liquidity and safety of principal with a competitive rate of return. The fund invests in a broadly diversified, fixed-income portfolio within PRIAC's general account. The portfolio is primarily invested in public bonds, commercial mortgages, and private placement bonds. Through this investment, the Plan owns a promise to pay interest at crediting rates, which are announced in advance and guaranteed for the indicated period of time as outlined in the group annuity contract, generally semi-annually. Investments in the Guaranteed Income Fund are recorded at contract value as the contract is fully benefit-responsive. As such, participants may direct the withdrawal or transfer of all or a portion of their investments at contract value. Contract value represents contributions made under the contract, plus earnings, less participant withdrawals and fees.

Interest is credited on contract balances using a single "portfolio rate" approach. Under this methodology, a single interest crediting rate is applied to all contributions made to the product regardless of the timing of those contributions. Interest crediting rates are reviewed on a semi-annual basis for resetting. When establishing interest crediting rates for this product, PRIAC considers many factors, including current economic and market conditions, the general interest rate environment, and both the expected and actual experience of a reference portfolio within the issuer's general account. These rates are established without the use of a specific formula. The minimum crediting interest rate under the contract is 1.5%. Generally, there are not any events that could limit the ability of the Plan to transact at contract value paid within 90 days or contract value paid over time. In addition, there are not any events that allow the issuer to terminate the contract and which require the Plan sponsor to settle at an amount different than contract value paid either within 90 days or over time.

6. Notes Receivable from Participants (Loans)

Notes receivable from participants (loans) are reflected at their unpaid principal balance plus any accrued but unpaid interest. Interest income is recorded on the accrual basis. Related fees are recorded as administrative expenses and are expensed when they are incurred. Delinquent participant loans are reclassified as distributions based upon the terms of the Plan document. At December 31, 2021 and 2020, no allowance for credit losses was considered necessary by management.

Merichem Company Savings Plan

NOTES TO FINANCIAL STATEMENTS – CONTINUED

December 31, 2021 and 2020

NOTE B – SUMMARY OF ACCOUNTING POLICIES – CONTINUED

7. Investment Income Recognition

Purchases and sales are recorded on the trade date. Realized gains (losses) on sale of investments and unrealized appreciation (depreciation) of investments are reported as net appreciation in fair value of investments in the statement of changes in net assets available for benefits.

Interest income is recorded as earned. Dividends are recorded on the ex-dividend date. Net appreciation in fair value of investments includes the Plan's gains and losses on investments bought and sold as well as held during the year.

NOTE C – RISKS AND UNCERTAINTIES

The Plan provides for various investments in mutual funds, pooled separate accounts, and a guaranteed income fund. Investment securities, in general, are exposed to various risks, such as interest rate, credit, and overall market volatility 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 participant account balances and the amounts reported in the financial statements.

The Plan, through its investment in certain funds, invests in securities with contractual cash flows, such as asset-backed securities, collateralized-mortgage obligations, and commercial mortgage-backed securities, including securities backed by subprime mortgage loans. The value, liquidity, and related income of those securities are sensitive to changes in economic conditions, including real estate value, delinquencies or defaults, or both, and may be adversely affected by shifts in the market's perception of the issuers and changes in interest rates.

NOTE D – INFORMATION CERTIFIED

The Committee has elected the method of compliance permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Accordingly, as permitted under such election, the Committee has obtained certifications from the trustee of the Plan and PRIAC that all of the information provided by them is complete and accurate. Information included in the accompanying financial statements and notes to financial statements as to all investments, notes receivable from participants, interest on guaranteed income fund, interest on notes receivable from participants, net appreciation in fair value of investments, dividend income, significant investment disclosures, and information in the supplemental Schedule H, Line 4i – Schedule of Assets (Held at End of Year) as of December 31, 2021 is presented in reliance solely upon those certifications.

NOTE E – TAX STATUS

The Plan obtained a determination letter dated September 21, 2016 in which the IRS stated that the Plan, as then designed, was in compliance with the applicable requirements of the Internal Revenue Code of 1986, as amended (the "Code"). The Plan has been amended and restated since receiving the determination letter; however, the Committee believes that the Plan is currently being operated in compliance with the applicable requirements of the Code, and the related trust is tax exempt.

Merichem Company Savings Plan

NOTES TO FINANCIAL STATEMENTS – CONTINUED

December 31, 2021 and 2020

NOTE E – TAX STATUS - CONTINUED

Accounting principles generally accepted in the United States of America require plan management to evaluate tax positions taken by the Plan and to determine if the Plan has taken an uncertain position that more likely than not would not be sustained upon examination by the IRS. The plan administrator has analyzed the tax positions taken by the Plan, and has concluded that as of December 31, 2021 and 2020, there are no uncertain positions taken or expected to be taken. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

NOTE F – PARTY-IN-INTEREST TRANSACTIONS

Plan investments include pooled separate accounts and a guaranteed income fund managed by PRIAC. PRIAC is the custodian of the Plan's assets; therefore, these transactions qualify as party-in-interest transactions. Fees paid by the Plan to the custodian of the Plan's assets amounted to \$41,710 for the year ended December 31, 2021. Notes receivable from participants also qualify as party-in-interest transactions. These transactions are covered by an exemption from the "prohibited transactions" provisions of ERISA and the Code.

NOTE G – FAIR VALUE MEASUREMENTS

The Financial Accounting Standards Board Accounting Standards Codification Topic 820, *Fair Value Measurement*, establishes a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1 measurement) and the lowest priority to unobservable inputs (Level 3 measurements).

Valuation techniques used need to maximize the use of observable inputs and minimize the use of unobservable inputs. The assessment of the significance of a particular input to the fair value measurements requires judgment and may affect the valuation of assets and liabilities being measured and their placement or changes in their placement within the fair value hierarchy. Transfers between levels are recognized on the actual date of the event resulting in the transfer.

The three levels of the fair value hierarchy are as follows:

Basis of Fair Value Measurement

Level 1 - Unadjusted quoted prices in active markets that are accessible at the measurement date for identical, unrestricted assets or liabilities.

Level 2 - Quoted prices for identical or similar assets or liabilities in markets that are not considered to be active or financial instruments without quoted market prices, but for which all significant inputs are observable, either directly or indirectly.

Level 3 - Prices or valuations that require inputs that are both significant to the fair value measurement and unobservable.

A financial instrument's level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement.

Merichem Company Savings Plan

NOTES TO FINANCIAL STATEMENTS – CONTINUED

December 31, 2021 and 2020

NOTE G – FAIR VALUE MEASUREMENTS – CONTINUED

Mutual funds are valued at the daily closing price as reported by the fund. Mutual funds held by the Plan are open-end mutual funds that are registered with the SEC. These funds are required to publish their daily net asset value (NAV) and to transact at that price. The mutual funds held by the Plan are deemed to be actively traded. Investments in pooled separate accounts are valued at fair value using NAV as a practical expedient as determined by the asset custodian by reference to published market data, if available, of the underlying assets.

The methods described above may produce a fair value calculation that may not be indicative of net asset value or reflective of future fair values. Furthermore, while the Plan's valuation methods are appropriate and consistent with other market participants, the use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in a different estimate of fair value at the reporting date.

The inputs and methodologies used for valuing securities are not an indication of the risk associated with investing in those securities. There have been no changes in the methodologies used at December 31, 2021 or 2020.

The following table sets forth, by level, a summary of the Plan's investments measured at fair value as of December 31, 2021:

	Level 1	Level 2	Level 3	Total
Mutual funds	<u>\$ 35,171,138</u>	<u>\$ -</u>	<u>\$ -</u>	\$ 35,171,138
Investments measured at NAV*				11,350,983
				<u>\$ 46,522,121</u>

The following table sets forth, by level, a summary of the Plan's investments measured at fair value as of December 31, 2020:

	Level 1	Level 2	Level 3	Total
Mutual funds	<u>\$ 17,648,262</u>	<u>\$ -</u>	<u>\$ -</u>	\$ 17,648,262
Investments measured at NAV*				28,378,722
				<u>\$ 46,026,984</u>

*Certain investments that were measured at NAV per share (or its equivalent) practical expedient have not been categorized 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 statements of net assets available for benefits.

Merichem Company Savings Plan

NOTES TO FINANCIAL STATEMENTS – CONTINUED

December 31, 2021 and 2020

NOTE G – FAIR VALUE MEASUREMENTS – CONTINUED

The following tables provide additional information about the Plan's alternative investments at December 31, 2021 and 2020:

	December 31, 2021		
	Unfunded commitments	Redemption terms	Redemption restrictions
Pooled separate accounts	None	Immediate	None

	December 31, 2020		
	Unfunded commitments	Redemption terms	Redemption restrictions
Pooled separate accounts	None	Immediate	None

NOTE H – SUBSEQUENT EVENTS

The Plan was amended effective February 15, 2022 to change the Company discretionary nonmatching contribution allocation to the following for eligible employees: a) 3% of eligible compensation if employee has less than five years of service, and b) 5% of eligible compensation if employee has five or more years of service. The Company reinstated the nonmatching contribution effective February 1, 2022.

On April 1, 2022, Great-West Life & Annuity Insurance Company acquired the full-service retirement business of Prudential Financial, Inc. As of April 1, 2022, all of Prudential's full service retirement operations and programs became part of Empower Retirement, LLC a wholly-owned subsidiary of Great-West Life & Annuity Insurance Company.

Subsequent events have been evaluated for potential recognition and disclosure through October 10, 2022, the date these financial statements were available to be issued.

SUPPLEMENTAL SCHEDULES

Merichem Company Savings Plan

EIN 74-1539883, Plan 002

SCHEDULE H, LINE 4i - SCHEDULE OF ASSETS (HELD AT END OF YEAR)

December 31, 2021

Schedule I

		(c) Description of investment including maturity date, rate of interest, collateral, par or maturity value	(d) Cost	(e) Current Value
(a)	(b) Identity of issue and description of investment			
*	Prudential Retirement Insurance and Annuity Company:			
	Guaranteed Income Fund	Stable value fund	**	\$ 13,663,148
	Core Bond Enhanced Index/PGIM Fund	Pooled separate account	**	2,696,070
	International Blend Fund/Wellington Management	Pooled separate account	**	1,237,495
	Small Cap Value/Integrity Fund	Pooled separate account	**	830,469
	SA/Invesco Small Cap Growth Strategy	Pooled separate account	**	941,006
	SA/T. Rowe Price Growth Stock Strategy	Pooled separate account	**	5,645,943
	MFS Mid Cap Value R6	Mutual fund	**	789,681
	Pioneer Select Mid Cap Growth K	Mutual fund	**	2,097,485
	Vanguard Institutional Target Retirement 2015	Mutual fund	**	1,298,768
	Vanguard Institutional Target Retirement 2020	Mutual fund	**	2,841,566
	Vanguard Institutional Target Retirement 2025	Mutual fund	**	2,560,303
	Vanguard Institutional Target Retirement 2030	Mutual fund	**	4,273,861
	Vanguard Institutional Target Retirement 2035	Mutual fund	**	2,356,664
	Vanguard Institutional Target Retirement 2040	Mutual fund	**	5,169,230
	Vanguard Institutional Target Retirement 2045	Mutual fund	**	1,972,487
	Vanguard Institutional Target Retirement 2050	Mutual fund	**	718,314
	Vanguard Institutional Target Retirement 2055	Mutual fund	**	478,304
	Vanguard Institutional Target Retirement 2060	Mutual fund	**	245,313
	Vanguard Institutional Target Retirement 2065	Mutual fund	**	131,297
	Vanguard Institutional Target Retirement Income	Mutual fund	**	114,090
	Vanguard Equity-Income Fund Admiral	Mutual fund	**	1,891,112
	Vanguard Total International Stock Index Admiral	Mutual fund	**	426,640
	Vanguard Mid Cap Index Admiral	Mutual fund	**	1,749,235
	Vanguard Small Cap Index Admiral	Mutual fund	**	1,299,101
	Vanguard 500 Index Admiral	Mutual fund	**	4,617,991
	Vanguard Treasury Money Market Investor	Mutual fund	**	139,696
*	Participant Loans ***	4.25% - 6.50%	0	545,487
	Total assets (held at end of year)			<u>\$ 60,730,756</u>

* Indicates party in interest.

** Cost omitted for participant-directed investments.

*** Consists solely of borrowings by participants against their individual account balances. Maturities through April 2031.

The information shown on this schedule was prepared from information provided by Prudential Bank & Trust, F.S.B. and Prudential Retirement Insurance and Annuity Company, which Prudential Bank & Trust, F.S.B. and Prudential Retirement Insurance and Annuity Company have certified as being complete and accurate.

Merichem Company Savings Plan
EIN 74-1539883, Plan 002
SCHEDULE H, LINE 4a - SCHEDULE OF DELINQUENT
PARTICIPANT CONTRIBUTIONS
For the Year Ended December 31, 2021

Schedule II

Participant Contributions Transferred Late to the Plan	Total That Constitutes Nonexempt Prohibited Transactions	Total Fully Corrected Under VFCP and PTE 2002-51
	Contributions	Contributions
Check here if late participant loan repayments are included: <u>X</u>	Contributions Corrected <u>Not Corrected</u>	Pending Correction <u>in VFCP</u>
<u>\$ 168,329</u>	<u>\$ 168,329</u>	