

Form 5500 Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Annual Return/Report of Employee Benefit Plan This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code). ▶ Complete all entries in accordance with the instructions to the Form 5500.	OMB Nos. 1210-0110 1210-0089 2021 This Form is Open to Public Inspection
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Part I	Annual Report Identification Information
For calendar plan year 2021 or fiscal plan year beginning <u>01/01/2021</u> and ending <u>12/31/2021</u>	
A This return/report is for:	☐ a multiemployer plan ☐ a multiple-employer plan (Filers checking this box must attach a list of participating employer information in accordance with the form instructions.) ☒ a single-employer plan ☐ a DFE (specify) _____
B This return/report is:	☐ the first return/report ☐ the final return/report ☐ an amended return/report ☐ a short plan year return/report (less than 12 months)
C If the plan is a collectively-bargained plan, check here.	☐
D Check box if filing under:	☒ Form 5558 ☐ automatic extension ☐ the DFVC program ☐ special extension (enter description)
E If this is a retroactively adopted plan permitted by SECURE Act section 201, check here.	☐

Part II	Basic Plan Information—enter all requested information										
1a Name of plan <u>FRANKE USA HOLDING, INC. SAVINGS PLUS PLAN</u>	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 80%;">1b Three-digit plan number (PN) ▶</td> <td style="width: 20%; text-align: center;"><u>003</u></td> </tr> <tr> <td colspan="2">1c Effective date of plan <u>02/01/1989</u></td> </tr> <tr> <td colspan="2">2b Employer Identification Number (EIN) <u>51-0367592</u></td> </tr> <tr> <td colspan="2">2c Plan Sponsor's telephone number <u>615-462-4000</u></td> </tr> <tr> <td colspan="2">2d Business code (see instructions) <u>332900</u></td> </tr> </table>	1b Three-digit plan number (PN) ▶	<u>003</u>	1c Effective date of plan <u>02/01/1989</u>		2b Employer Identification Number (EIN) <u>51-0367592</u>		2c Plan Sponsor's telephone number <u>615-462-4000</u>		2d Business code (see instructions) <u>332900</u>	
1b Three-digit plan number (PN) ▶	<u>003</u>										
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2c Plan Sponsor's telephone number <u>615-462-4000</u>											
2d Business code (see instructions) <u>332900</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>FRANKE USA HOLDING INC.</u> <u>800 AVIATION PARKWAY</u> <u>SMYRNA, TN 37167</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.	10/12/2022	AUTUMN BREWER
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE			
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

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

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	911
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)	691
a(2) Total number of active participants at the end of the plan year		6a(2)	751
b Retired or separated participants receiving benefits.....		6b	2
c Other retired or separated participants entitled to future benefits		6c	216
d Subtotal. Add lines 6a(2) , 6b , and 6c		6d	969
e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.		6e	1
f Total. Add lines 6d and 6e		6f	970
g Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)		6g	948
h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested		6h	0
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item).....		7	
8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions: 2F 2G 2J 2K 2R 2S 2T 3D 3H			
b If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristics Codes in the instructions:			
9a Plan funding arrangement (check all that apply) (1) ☐ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor		9b Plan benefit arrangement (check all that apply) (1) ☐ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor	
10 Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)			
a Pension Schedules (1) ☒ R (Retirement Plan Information) (2) ☐ MB (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary (3) ☐ SB (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary		b General Schedules (1) ☒ H (Financial Information) (2) ☐ I (Financial Information – Small Plan) (3) ☐ <u>0</u> A (Insurance Information) (4) ☒ C (Service Provider Information) (5) ☒ D (DFE/Participating Plan Information) (6) ☐ G (Financial Transaction Schedules)	

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

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

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

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

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

Receipt Confirmation Code _____

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

For calendar plan year 2021 or fiscal plan year beginning 01/01/2021 and ending 12/31/2021		
A Name of plan FRANKE USA HOLDING, INC. SAVINGS PLUS PLAN	B Three-digit plan number (PN) ▶	003
C Plan sponsor's name as shown on line 2a of Form 5500 FRANKE USA HOLDING INC.	D Employer Identification Number (EIN) 51-0367592	

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

1 Information on Persons Receiving Only Eligible Indirect Compensation

a Check "Yes" or "No" to indicate whether you are excluding a person from the remainder of this Part because they received only eligible indirect compensation for which the plan received the required disclosures (see instructions for definitions and conditions)..... ☒ Yes ☐ No

b If you answered line 1a "Yes," enter the name and EIN or address of each person providing the required disclosures for the service providers who received only eligible indirect compensation. Complete as many entries as needed (see instructions).

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

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

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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)

LOCKTON INVESTMENT ADVISORS

20-8874282

(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?
27	ADVISOR	65701	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

FIDELITY INVESTMENTS INSTITUTIONAL

04-2647786

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
37 60 64 65	RECORDKEEPER	33109	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 ☐

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

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

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

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

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

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

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

Part I Service Provider Information (continued)

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

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
ABF SM CAP VAL INV - DST ASSET MAN 430 W 7TH STREET STE 219432 KANSAS CITY, MO 64105	0.40%	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
GS SM CP GR INS INST - GOLDMAN SAC 13-5108880	0.12%	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
INVS DEVELOP MKT Y - INVESCO INVES 11 GREENWAY PLAZA, SUITE 100 HOUSTON, TX 77046	0.25%	

Part I Service Provider Information (continued)

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

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0

(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.
INVS INTL SMMID CO Y - INVESCO INV 11 GREENWAY PLAZA, SUITE 100 HOUSTON, TX 77046	0.25%

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0

(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.
PGIM TOTAL RTN BD Z - PRUDENTIAL M 22-3703799	0.25%

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0

(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.
BAIRD AGGREGATE BOND FUND INSTL 777 E. WISCONSIN AVE 18TH FL MILWAUKEE, WI 53202	0.02%

Part I Service Provider Information (continued)

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

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
WILLIAM BLAIR SMALL CAP FD CLASS I 222 WEST ADAMS STREET 12TH FLOOR CHICAGO, IL 60606	0.10%	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
AMERICAN BOND FUND OF AMERICA CLAS 3500 WISEMAN BLVD SAN ANTONIO, TX 78251-4321	0.37%	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
COLUMBIA DIVIDEND INCOME CL A 225 FRANKLIN ST BX25 10320 BOSTON, MA 02110	0.40%	

Part I Service Provider Information (continued)

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

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
GOLDMAN SACHS INTL EQUITY INCOME C 71 S. WACKER DRIVE 4TH FLOOR CHICAGO, IL 60606	0.40%	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
DELAWARE IVY EMERG MARKETS EQUITY 6300 LAMAR AVE SMITHFIELD, RI 02917	0.40%	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
JP MORGAN HEDGED EQUITY 3 FD I 1111 POLARIS PARKWAY COLUMBUS, OH 43240	0.08%	

Part I Service Provider Information (continued)

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

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
JP MORGAN HEDGED EQUITY 2 FD I 1111 POLARIS PARKWAY COLUMBUS, OH 43240	0.08%	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
JANUS HENDERSON GL LIFE SCIENCES I 151 DETROIT ST. DENVER, CO 80206	\$14.00	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
MORGAN STANLEY CORPORATE BOND CL A 522 FIFTH AVENUE 4TH FLOOR NEW YORK, NY 10036	0.40%	

Part I Service Provider Information (continued)

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

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
MORGAN STA INST INC.INCEPTION PORT 522 FIFTH AVENUE 4TH FLOOR NEW YORK, NY 10036	0.40%	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
MORGAN STANLEY INSIGHT A 522 FIFTH AVENUE 4TH FLOOR NEW YORK, NY 10036	0.40%	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
MORGAN STANLEY INTL ADVANTAGE CL A 522 FIFTH AVENUE 4TH FLOOR NEW YORK, NY 10036	0.40%	

Part I Service Provider Information (continued)

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

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
CATALYST MILLBURN HEDGE STRTGY FD 80 ARKAY SUITE 110 HAUPPAUGE, NY 11788	0.10%	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
PIMCO TOTAL RETURN CLASS A 1633 BROADWAY NEW YORK, NY 10019	0.40%	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
PIMCO LOW DURATION INCOME FUND CL 1633 BROADWAY NEW YORK, NY 10019	0.40%	

Part I Service Provider Information (continued)

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

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
RIVERNORTH/DOUBLE LINE STRATEGIC I 325 NORTH LASALLE ST SUITE 645 CHICAGO, IL 60654	0.15%	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
VICTORY RS SCIENCE AND TECHNOLOGY 4900 TIEDEMAN RD 4TH FLOOR BROOKLYN, OH 44114	0.40%	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
VIRTUS KAR MID CAP GROWTH FUND CL 101 MUNSON ST. STE. 3 GREENFIELD, MA 01301	0.40%	

Part I Service Provider Information (continued)

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

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
ALLSPRING GROWTH FUND INST 525 MARKET ST. MAC #A0103 122 SAN FRANCISCO, CA 94105	0.10%	
(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:	DIXON HUGHES LLP	b EIN:	56-0747981
c Position:	ACCOUNTANT		
d Address:	1222 DEMONBREUN ST NASHVILLE, TN 37203	e Telephone:	615-454-9800

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:

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 <u>01/01/2021</u> and ending <u>12/31/2021</u>		
A Name of plan <u>FRANKE USA HOLDING, INC. SAVINGS PLUS PLAN</u>	B Three-digit plan number (PN) ►	<u>003</u>
C Plan sponsor's name as shown on line 2a of Form 5500 <u>FRANKE USA HOLDING INC.</u>	D Employer Identification Number (EIN) <u>51-0367592</u>	

Part I	Asset and Liability Statement
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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	1367	0
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)	0	0
(2) Participant contributions.....	1b(2)	0	0
(3) Other	1b(3)	0	0
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)	559155	353773
(2) U.S. Government securities	1c(2)	0	0
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)	0	0
(B) All other	1c(3)(B)	426561	364275
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)	0	0
(B) Common	1c(4)(B)	1252886	1313596
(5) Partnership/joint venture interests	1c(5)	0	0
(6) Real estate (other than employer real property)	1c(6)	0	0
(7) Loans (other than to participants)	1c(7)	0	0
(8) Participant loans	1c(8)	885289	832127
(9) Value of interest in common/collective trusts.....	1c(9)	3528794	3520576
(10) Value of interest in pooled separate accounts	1c(10)	0	0
(11) Value of interest in master trust investment accounts.....	1c(11)	0	0
(12) Value of interest in 103-12 investment entities	1c(12)	0	0
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)	62487123	71614806
(14) Value of funds held in insurance company general account (unallocated contracts).....	1c(14)	0	0
(15) Other.....	1c(15)	0	0

		(a) Beginning of Year	(b) End of Year
1d Employer-related investments:			
(1) Employer securities.....	1d(1)	0	0
(2) Employer real property.....	1d(2)	0	0
e Buildings and other property used in plan operation	1e	0	0
f Total assets (add all amounts in lines 1a through 1e)	1f	69141175	77999153

Liabilities

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

Net Assets

l Net assets (subtract line 1k from line 1f)	1l	69141175	77999153
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Part II Income and Expense Statement

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

Income

		(a) Amount	(b) Total
a Contributions:			
(1) Received or receivable in cash from: (A) Employers	2a(1)(A)	2063085	
(B) Participants	2a(1)(B)	3909373	
(C) Others (including rollovers).....	2a(1)(C)	1079571	
(2) Noncash contributions.....	2a(2)	0	7052029
(3) Total contributions. Add lines 2a(1)(A) , (B) , (C) , and line 2a(2)	2a(3)		
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit).....	2b(1)(A)	73	
(B) U.S. Government securities	2b(1)(B)	0	
(C) Corporate debt instruments	2b(1)(C)	0	
(D) Loans (other than to participants)	2b(1)(D)	0	
(E) Participant loans.....	2b(1)(E)	47384	
(F) Other	2b(1)(F)	0	
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		47457
(2) Dividends: (A) Preferred stock.....	2b(2)(A)	0	6386926
(B) Common stock	2b(2)(B)	13145	
(C) Registered investment company shares (e.g. mutual funds).....	2b(2)(C)	6373781	
(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)		
(3) Rents	2b(3)		0
(4) Net gain (loss) on sale of assets: (A) Aggregate proceeds	2b(4)(A)	1371912	
(B) Aggregate carrying amount (see instructions).....	2b(4)(B)	1287108	
(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result	2b(4)(C)		84804
(5) Unrealized appreciation (depreciation) of assets: (A) Real estate	2b(5)(A)	0	133693
(B) Other	2b(5)(B)	133693	
(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B)	2b(5)(C)		

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts.....	2b(6)		50444
(7) Net investment gain (loss) from pooled separate accounts.....	2b(7)		0
(8) Net investment gain (loss) from master trust investment accounts.....	2b(8)		0
(9) Net investment gain (loss) from 103-12 investment entities.....	2b(9)		0
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds).....	2b(10)		3425128
c Other income.....	2c		0
d Total income. Add all income amounts in column (b) and enter total.....	2d		17180481
Expenses			
e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers.....	2e(1)	8223693	
(2) To insurance carriers for the provision of benefits.....	2e(2)	0	
(3) Other.....	2e(3)	0	
(4) Total benefit payments. Add lines 2e(1) through (3).....	2e(4)		8223693
f Corrective distributions (see instructions).....	2f		0
g Certain deemed distributions of participant loans (see instructions).....	2g		0
h Interest expense.....	2h		0
i Administrative expenses: (1) Professional fees.....	2i(1)	0	
(2) Contract administrator fees.....	2i(2)	0	
(3) Investment advisory and management fees.....	2i(3)	0	
(4) Other.....	2i(4)	98810	
(5) Total administrative expenses. Add lines 2i(1) through (4).....	2i(5)		98810
j Total expenses. Add all expense amounts in column (b) and enter total.....	2j		8322503
Net Income and Reconciliation			
k Net income (loss). Subtract line 2j from line 2d.....	2k		8857978
l Transfers of assets:			
(1) To this plan.....	2l(1)		0
(2) From this plan.....	2l(2)		0

Part III Accountant's Opinion

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

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

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

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

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

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

(1) Name: FORVIS, LLP

(2) EIN: 44-0160260

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	

	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.)		X	
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.)		X	
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.)		X	
4d		X	
e Was this plan covered by a fidelity bond?	X		3000000
4e	X		3000000
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		22
4l	X		22
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 <u>FRANKE USA HOLDING, INC. SAVINGS PLUS PLAN</u>	B Three-digit plan number (PN) ▶ <u>003</u>
C Plan sponsor's name as shown on line 2a of Form 5500 <u>FRANKE USA HOLDING INC.</u>	D Employer Identification Number (EIN) <u>51-0367592</u>

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

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

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

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

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

9 If this is a defined benefit pension plan, were any amendments adopted during this plan year that increased or decreased the value of benefits? If yes, check the appropriate box. If no, check the "No" box.....	☐ Increase	☐ Decrease	☐ Both	☐ No
--	-----------------------------------	-----------------------------------	-------------------------------	-----------------------------

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 _____

Franke USA Holding, Inc. Savings Plus Plan

Financial Statements and Supplementary Information

Years Ended December 31, 2021 and 2020

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Independent Auditor's Report

The Plan Administrator
Franke USA Holding, Inc. Savings Plus Plan
Smyrna, Tennessee

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

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

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

Management has obtained a certification from a qualified institution as of and for the year ended December 31, 2021, stating that the certified investment information, as described in Note 5 to the financial statements, is complete and accurate.

Opinion on the 2021 Financial Statements

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

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

Basis for Opinion on the 2021 Financial Statements

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

Responsibilities of Management for the 2021 Financial Statements

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

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about Franke USA Holding, Inc. Savings Plus Plan's ability to continue as a going concern within one year after the date that these financial statements are issued.

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

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

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

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of Franke USA Holding, Inc. Savings Plus 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 Franke USA Holding, Inc. Savings Plus Plan's ability to continue as a going concern for a reasonable period of time.

Our audit did not extend to the certified investment information, except for obtaining and reading the certification, comparing the certified investment information with the related information presented and disclosed in the 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 Matters

2021 Supplemental Schedule(s) Required by ERISA

The supplemental schedule listed in the table of contents is presented for purposes of additional analysis and is not a required part of the financial statements but is 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 schedule, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS. For information included in the supplemental schedule 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 schedule, we evaluated whether the supplemental schedule, other than the information agreed to or derived from the certified investment information, including their form and content, is 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 schedule, other than the information in the supplemental schedule 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 schedule related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).



Auditor's Report on the 2020 Financial Statements

We were engaged to audit the 2020 financial statements of Franke USA Holding, Inc. Savings Plus Plan. As permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA, the plan administrator instructed us not to perform and we did not perform any auditing procedures with respect to the information certified by a qualified institution. In our report dated August 19, 2021 we indicated that (a) because of the significance of the information that we did not audit, we were not able to obtain sufficient appropriate audit evidence to provide a basis for an audit opinion and accordingly, we did not express an opinion on the 2020 financial statements, and (b) the form and content of the information included in the 2020 financial statements other than that derived from the certified information were presented in compliance with the Department of Labor's Rules and Regulations under ERISA.

FORVIS, LLP

**Nashville, Tennessee
October 3, 2022**

Franke USA Holding, Inc. Savings Plus Plan
Statements of Net Assets Available for Benefits
December 31, 2021 and 2020

	<u>2021</u>	<u>2020</u>
ASSETS		
Investments at fair value	\$ 73,646,449	\$ 64,727,092
Investment at contract value	3,489,521	3,409,383
	<u>77,135,970</u>	<u>68,136,475</u>
 Receivables:		
Employer contributions	131,834	156,095
Notes receivable from participants	832,127	885,289
	<u>963,961</u>	<u>1,041,384</u>
 Total receivables		
	<u>963,961</u>	<u>1,041,384</u>
 Net assets available for benefits	<u>\$ 78,099,931</u>	<u>\$ 69,177,859</u>

Franke USA Holding, Inc. Savings Plus Plan
Statement of Changes in Net Assets Available for Benefits
Year Ended December 31, 2021

	2021
Additions to net assets attributed to:	
Investment income:	
Net appreciation in fair value of investments	\$ 3,643,922
Interest from money market fund	73
Interest from common collective trust	75,824
Dividends from registered investment companies	<u>6,349,014</u>
Total investment income	10,068,833
Interest income on notes receivable from participants	51,258
Contributions:	
Employer	2,038,825
Participants	3,909,373
Rollovers	<u>1,079,571</u>
Total contributions	7,027,769
Total additions	17,147,860
Deductions from net assets attributed to:	
Benefits paid to participants	8,117,987
Administrative expenses	<u>107,801</u>
Total deductions	<u>8,225,788</u>
Net change	8,922,072
Net assets available for benefits:	
Beginning of the year	<u>69,177,859</u>
End of the year	<u><u>\$ 78,099,931</u></u>

1. Description of Plan

The following description of the Franke USA Holding, Inc. Savings Plus Plan (the “Plan”) provides only general information. Participants should refer to the Plan document for a more complete description of the Plan’s provisions.

General

The Plan is a defined contribution plan covering all employees of Franke USA Holding, Inc. and certain subsidiaries (collectively, the “Company”) who are 21 years of age or older. Fidelity Management Trust Company serves as the Trustee of the Plan. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (“ERISA”).

Contributions

Each year, participants may contribute compensation, as defined in the Plan document, subject to certain Internal Revenue Code (“IRC”) limitations. Participant salary deferrals may be traditional 401(k) (pretax) or Roth 401(k) (after-tax). Participants who have attained age 50 before the end of the plan year are eligible to make catch-up contributions. Aggregate limits as prescribed by the IRS were \$19,500 for participants under the age of 50, and \$26,000 for participants age 50 and older in 2021. Participants may also contribute amounts representing distributions from other qualified plans and certain individual retirement accounts. The Plan includes an auto-enrollment provision whereby all newly eligible employees are automatically enrolled in the Plan unless they affirmably elect not to participate. Automatically enrolled participants have their deferral rate set at 4% of eligible compensation and their contributions invested in a designated balanced fund until changed by the participant. Additionally, deferral rates are automatically increased by 1% annually until a deferral rate of 10% is reached.

Effective January 1, 2020, the Plan definition of compensation was amended to exclude any bonus compensation paid after termination of employment. If the employer selected Safe Harbor Matching Employer Contributions, any exclusion must be a permitted exclusion under Section 1.414(s)-1(d)(2) of the Treasury Regulations. In addition, a participant must be permitted to make deferral contributions under the Plan sufficient to receive the full 401(k) Safe Harbor Matching Employer Contribution, determined as a percentage of compensation meeting the requirements of Code Section 414(s).

In accordance with QACA safe harbor requirements, the Company makes a safe harbor matching contribution equal to 100% of a participant’s salary deferrals that do not exceed 4% of their eligible compensation. Additional profit sharing amounts may be contributed at the discretion of the Company’s Board of Directors. During the year ended December 31, 2021, the Company made contributions of \$2,038,825. The Company did not make any discretionary additional matching contributions.

Investment options

Participants direct the investment of their accounts into various investment options offered by the Plan. The Plan currently offers mutual funds and a common collective trust fund. In addition, participants may utilize an individual self-directed brokerage option, through which participants are able to invest in a variety of securities including stocks, bonds, mutual funds and government securities in accordance with the Plan document.

Participant accounts

Each participant's account is credited with the participant's contribution and allocations of the Company's contributions and plan earnings (losses), and charged with benefit payments, transaction fees related to notes receivable from participants and distributions, and allocations of administrative expenses. Allocations are based on participant earnings or account balances, as defined. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

Vesting

Participants are immediately vested in their contributions and the Company's safe-harbor contributions plus actual earnings thereon. Participants are also immediately vested in the Company's additional discretionary contribution portion of their accounts.

Notes receivable from participants

Participants may borrow from their fund accounts a minimum of \$1,000 up to a maximum equal to the lesser of \$50,000 or 50% of their vested account balance. The loans are secured by the balance in the participant's account and bear interest at rates which are commensurate with local prevailing rates as determined by the Plan administrator. At December 31, 2021, outstanding loans bore interest rates between 4.25% and 6.50%. Principal and interest are paid ratably through payroll deductions.

Payment of benefits

On termination of service due to death, disability or retirement, a participant may elect to receive an amount equal to the value of the participant's vested interest in his or her account in either a lump-sum amount or various installment and annuity options as provided by the Plan. For termination of service due to other reasons, a participant may receive the value of the vested interest in his or her account as a lump-sum distribution. Amounts contributed on a before-tax basis may only be withdrawn upon demonstration of financial hardship, disability, or after the participant reaches the age of 59.5 years.

Forfeitures

At December 31, 2021 and 2020, forfeited nonvested accounts are held in the plan in the Fidelity Managed Income Portfolio Fund and totaled approximately \$4,300 and \$1,600, respectively. These accounts can be used to pay administrative expenses or offset future employer contributions. During 2021, forfeitures of \$550 were used to reduce employer contributions and pay administrative expenses.

Subsequent Events

The Plan has evaluated subsequent events through October 3, 2022 the date the financial statements were available to be issued and did not note any items that would require recognition or disclosure.

2. Summary of Significant Accounting Policies

Basis of accounting

The financial statements of the Plan are prepared on the accrual basis of accounting in conformity with accounting principles generally accepted in the United States of America ("U.S. GAAP").

Estimates

The preparation of financial statements in conformity with U.S. GAAP requires management to make estimates and assumptions that affect certain reported amounts of net assets available for benefits and changes therein, and disclosure of contingent assets and liabilities. Accordingly, actual results may differ from those estimates and assumptions.

Investment valuation and income recognition

Investments are reported at fair value, except for fully benefit-responsive investment contracts, which are 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. Plan management determines the Plan's valuation policies utilizing information provided by the Trustee. See Note 3 for discussion of fair value measurements.

Investments in fully benefit-responsive investment contracts are reported at contract value. Contract value is the relevant measure for the portion of the net assets available for benefits of a defined contribution plan attributable to fully benefit-responsive investment contracts because contract value is the amount participants normally would receive if they were to initiate permitted transactions under the terms of the Plan.

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

Notes receivable from participants

Notes receivable from participants are measured at their unpaid principal balance. Interest income from notes receivable from participants is recorded when received. Delinquent participant loans are reclassified as distributions based upon the terms of the Plan document.

Payment of benefits

Benefit payments to participants are recorded upon distribution.

Administrative expenses

The Plan's administrative expenses are paid by either the Plan or the Company, as provided by the Plan document. Certain administrative functions are performed by employees of the Company. No such employee receives compensation from the Plan. Expenses relating to specific participant transactions (notes receivable and distributions) are charged directly to the participant's account.

3. Fair Value Measurements

Fair value, as defined under U.S. GAAP, is an exit price representing 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. U.S. GAAP establishes a three-tier fair value hierarchy which prioritizes the inputs used in measuring fair value. These tiers include:

- Level 1:** Observable inputs such as quoted prices in active markets.
- Level 2:** Inputs other than quoted prices in active markets that are either directly or indirectly observable.
- Level 3:** Unobservable inputs about which little or no market data exists, therefore requiring an entity to develop its own assumptions.

Assets and liabilities are classified in their entirety based on the lowest level of input that is significant to the fair value measurement. The Plan's assessment of the significance of a particular input to the fair value measurement requires judgment and may affect the valuation of fair value assets and liabilities and their placement within the fair value hierarchy levels.

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

Mutual funds

Mutual funds are publicly traded investments and are valued daily at the closing price reported on the active market on which the funds are traded.

Money market mutual funds

The estimated fair value of cash approximates its carrying value. Due to the nature of money market mutual funds the Plan has classified holdings within Level 1 of the valuation hierarchy.

Common stocks

Common stocks in the Plan are publicly traded investments and are valued daily at the closing price reported on the active market on which the individual securities are traded.

Corporate bonds

These investments are valued using pricing models maximizing the use of observable inputs for similar securities. This includes basing the value on yields currently available on comparable securities of issuers with similar credit ratings. When quoted prices are not available for identical or similar bonds, those corporate bonds are valued under a discounted cash flow approach that maximizes observable inputs, such as current yields or similar instruments, but includes adjustments for certain risks that may not be observable, such as credit and liquidity risks.

Franke USA Holding, Inc. Savings Plus Plan
Notes to Financial Statements

The following tables set forth by level within the fair value hierarchy the Plan's assets accounted for at fair value on a recurring basis as of December 31, 2021 and 2020:

Assets at Fair Value as of December 31, 2021				
	Level 1	Level 2	Level 3	Total
Money market mutual fund	\$ 352,422	\$ -	\$ -	\$ 352,422
Common stocks	1,313,596	-	-	1,313,596
Corporate bonds	-	364,275	-	364,275
Mutual funds	71,616,156	-	-	71,616,156
Total investments at fair value	<u>\$ 73,282,174</u>	<u>\$ 364,275</u>	<u>\$ -</u>	<u>\$ 73,646,449</u>

Assets at Fair Value as of December 31, 2020				
	Level 1	Level 2	Level 3	Total
Money market mutual fund	\$ 560,100	\$ -	\$ -	\$ 560,100
Common stocks	1,252,886	-	-	1,252,886
Corporate bonds	-	426,561	-	426,561
Mutual funds	62,487,545	-	-	62,487,545
Total investments at fair value	<u>\$ 64,300,531</u>	<u>\$ 426,561</u>	<u>\$ -</u>	<u>\$ 64,727,092</u>

The Plan recognizes transfers between the levels as of the actual date of the event or change in circumstances that caused the transfer. There were no gross transfers between the levels for the year ended December 31, 2021.

The preceding methods described may produce a fair value calculation that may not be indicative of net realizable value or reflective of future values. Furthermore, although the Plan believes its 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 fair value measurement at the reporting date.

4. Fully Benefit-Responsive Investment Contracts

The Plan's common/collective investment contract is a stable value fund with Fidelity Management Trust Company. This contract meets the fully benefit-responsive investment contract criteria and therefore is reported at contract value. Contract value is the relevant measure for fully benefit-responsive investment contracts because this is the amount received by participants if they were to initiate permitted transactions under the terms of the Plan. Contract value represents contributions made under each contract, plus earnings, less participant withdrawals, and administrative expenses.

The traditional investment contract held by the Plan is a guaranteed investment contract. The contract issuer is contractually obligated to repay the principal and interest at a specified interest rate that is guaranteed to the Plan. There are no reserves against contract value for credit risk of the contract issuers or otherwise. The crediting interest rate is based on a formula agreed upon with the issuers, but it may not be less than 0%. Such interest rates are reviewed on a quarterly basis for resetting.

The Plan's ability to receive amounts due in accordance with fully benefit-responsive investment contracts is dependent on the third-party issuer's ability to meet its financial obligations. The issuer's ability to meet its contractual obligations may be affected by future economic and regulatory developments.

Franke USA Holding, Inc. Savings Plus Plan
Notes to Financial Statements

Certain events limit the ability of the Plan to transact at contract value with the issuers. Such events include the following: (1) amendments to the plan document (including complete or partial plan termination or merger with another plan), (2) changes to the Plan's prohibition on competing investment options or deletion of equity wash provisions, (3) premature termination of the contracts, (4) bankruptcy of the plan sponsor or other plan sponsor events (for example, divestitures or spin-offs of a subsidiary) that cause a significant withdrawal from the Plan, or (5) the failure of the Plan to qualify for exemption from federal income taxes or any required prohibited transaction exemption under ERISA. The Plan administrator does not believe that the occurrence of any such value event, which would limit the Plan's ability to transact at contract value with participants, is probable.

In addition, certain events allow the issuer to terminate the contracts with the Plan and settle at an amount different from contract value. Those events may be different under each contract. Examples of such events include the following: (1) an uncured violation of the Plan's investment guidelines, (2) a breach of material obligation under the contract, (3) a material representation or (4) a material amendment to the agreements without the consent of the issuer.

5. Unaudited Information Certified by Trustee

The accompanying financial statements include the following unaudited information as of December 31, 2021 and 2020 and for the year ended December 31, 2021 that was obtained from data prepared and certified to be complete and accurate by the Plan's Trustee.

	<u>2021</u>	<u>2020</u>
Investments	<u>\$ 77,135,970</u>	<u>\$ 68,136,475</u>
Notes receivable from participants	<u>\$ 832,127</u>	<u>\$ 885,289</u>
Net appreciation in fair value of investments	<u>\$ 3,643,922</u>	
Interest from money market fund	<u>\$ 73</u>	
Interest from common collective trust	<u>\$ 75,824</u>	
Dividends from registered investment companies	<u>\$ 6,349,014</u>	
Interest income on notes receivable from participants	<u>\$ 51,258</u>	

6. Exempt Party-In-Interest Transactions

Certain Plan investments are shares of mutual funds managed by Fidelity Investments Institutional Operations Company, Inc. ("FIIOC"), the contractual recordkeeping agent for Fidelity. Fidelity is the Trustee as defined by the Plan; therefore, Fidelity and FIIOC are considered parties-in-interest. Fees paid by the Plan for investment management services were included as a reduction of the return earned on each fund. Fees paid to the Trustee by the Plan for administrative services were \$107,801 for the year ended December 31, 2021.

7. Plan Termination

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

8. Tax Status

The Plan has not obtained a determination letter from the IRS stating that the Plan was in compliance with the applicable requirement of the IRC. The Plan is relying on the IRS approval of the prototype plan that it is utilizing. The IRS has determined and informed the document sponsor by a letter dated March 31, 2014 that the prototype plan document was designed in accordance with applicable sections of the IRC. The Plan administrator believes that the Plan is currently designed and being operated in compliance with the applicable requirements of the IRC. Therefore, the Plan administrator believes that the Plan was qualified and the related trust was tax exempt as of the financial statement date.

Since the date of the determination letter, the Plan has been amended. The Company has not yet received a determination letter for the amended plan. The Company believes that the Plan currently is designed and being operated in compliance with the applicable requirements of the IRC and that, therefore, the Plan continues to qualify under Section 401(a) and the related trust continues to be tax-exempt as of December 31, 2021. Therefore, no provision for income taxes is included in the Plan's financial statements.

U.S. GAAP requires plan management to evaluate tax positions taken by the Plan and recognize a tax liability (or asset) if the Plan has taken an uncertain position that more likely than not would not be sustained upon examination by the IRS and state taxing authorities. The Plan administrator has analyzed the tax positions taken by the Plan, and has concluded that, as of December 31, 2021, there are no uncertain positions taken or expected to be taken that would require recognition of a liability or disclosure in the financial statements. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

9. Risks and Uncertainties

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

10. Reconciliation of Financial Statements to Form 5500

The following is a reconciliation of net assets available for benefits per the accompanying 2021 and 2020 financial statements to Schedule H of Form 5500 as of December 31:

	<u>2021</u>	<u>2020</u>
Net assets available for benefits per the financial statements	\$ 78,099,931	\$ 69,177,859
Employer contribution receivable	(131,834)	(156,095)
Adjustment from fair value to contract value	<u>31,056</u>	<u>119,411</u>
Net assets available for benefits per the Form 5500	<u>\$ 77,999,153</u>	<u>\$ 69,141,175</u>

The following is a reconciliation of decreases from the financial statements for the year ended December 31, 2021, to Schedule H of Form 5500.

Increase in net assets available for benefits per the financial statements	\$ 8,922,072
Change in employer contributions receivable	24,261
Change in adjustment from fair value to contract value	<u>(88,355)</u>
Net increase per Form 5500	<u>\$ 8,857,978</u>

11. COVID – 19

In March 2020, the World Health Organization declared the outbreak and spread of COVID-19, a novel strain of Coronavirus, a pandemic. The coronavirus outbreak has had far reaching and unpredictable impacts on the global economy, supply chains, financial markets, and global business operations of a variety of industries. Governments have taken substantial action to contain the spread of the virus including mandating social distancing, suspension of certain gatherings, and shuttering of certain nonessential businesses.

There is significant uncertainty in the nature and degree of its continued effects on the Plan. The extent to which it will impact the Plan going forward will depend on a variety of factors including the duration and continued spread of the outbreak, impact on the company's customers, employees and vendors, as well as governmental, regulatory and private sector responses. Further, the pandemic may have a significant impact on management's accounting estimates and assumptions.

Supplementary Information

Franke USA Holding, Inc. Savings Plus Plan
EIN: 51-0367592, Plan No. 003
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2021

(a)	(b) Identity of Issue, Borrower, Lessor, or Similar Party	(c) Description of Investment Including Maturity Date, Rate of Interest, Collateral or Maturity Value	(e) Current Value
	Mutual Funds:	Mutual Funds:	
	JPMorgan	Large Cap Growth Fund	\$ 13,440,476
*	Fidelity	500 Index Pr Fund	6,087,207
*	Fidelity	Freedom K 2030 Fund	5,581,682
*	Fidelity	Freedom K 2035 Fund	5,255,349
*	Fidelity	Freedom K 2040 Fund	5,013,692
*	Fidelity	Freedom K 2050 Fund	3,774,255
*	Fidelity	Freedom K 2045 Fund	3,524,972
*	Fidelity	Freedom K 2025 Fund	3,017,265
	Janus Henderson	Enterprise Fund	2,952,668
	Massachusetts Financial	Value Fund R6	2,856,160
*	Fidelity	Freedom K 2020 Fund	2,477,587
*	Fidelity	Us Bond Index Fund	2,234,969
*	Fidelity	Freedom K 2055 Fund	2,168,632
*	Fidelity	Zero Total Market Index Fund	2,019,419
	American Funds	Europacific Growth Fund R6	1,963,652
*	Fidelity	Small Cap Index Fund	1,118,753
	JP Morgan	Mid Cap Value Fund	991,144
	Pimco	Income Fund	975,732
*	Fidelity	Freedom K 2060 Fund	652,183
*	Fidelity	Mid Cap Index Fund	635,846
*	Fidelity	Freedom K Income Fund	494,971
	Prudential Financial	Total Return Bond Fund	482,109
*	Fidelity	International Index Fund	410,257
	Oppenheimer	International Small-mid Company Fund	375,685
*	Fidelity	Freedom K 2010 Fund	293,410
	American Beacon	Small Cap Value Fund	278,709
*	Fidelity	Freedom K 2015 Fund	206,293
	Oppenheimer	Developing Markets Fund	198,084
	Wells Fargo	Growth Fund	192,540
	Neuberger Berman	Real Estate Fund	168,107
	PIMCO	Income Fund Institutional Fund	164,148
	Europacific	Growth Fund F3	157,009
*	Fidelity	Freedom K 2065 Fund	155,641
	PIMCO	Total Return Class A	141,423
	iShares	Tr S&p Smallcap 600/barra	141,060
	Baird	Aggregate Bond Fund	136,848
	Invesco	Invs Discovery R6	104,765
	Janus	Global Life Sciences Fund CI I	94,641
	Rivernor/Double Line	Strategic Inc I	69,086
	JP Morgan	Hedged Equity 3 Fd I	59,502
*	Fidelity	Real Estate Income	59,480
	Vanguard	Total Stock Market Indexadmiral	54,977
*	Fidelity	U.s. Bond Index Instl Premium	53,296
	Vanguard	Total Intl Stock Index Admiral	31,369
	Catalyst/Millburn	Hedge Strtgy Fd CI I	30,666
	JP Morgan	Hedged Equity 2 Fd I	29,761
*	Fidelity	Aggressive International	27,278
	William Blair	Small Cap Fd Class I Fidelity Fund	26,169
*	Fidelity	Blue Chip Growth	24,455
	Pimco	All Asset Fund	22,781

Franke USA Holding, Inc. Savings Plus Plan
EIN: 51-0367592, Plan No. 003
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2021

(Continued)

(a)	(b) Identity of Issue, Borrower, Lessor, or Similar Party	(c) Description of Investment Including Maturity Date, Rate of Interest, Collateral or Maturity Value	(e) Current Value
*	Fidelity American Funds	Small Cap Growth Class F	18,727 15,970
	Fidelity	Equity Income	15,704
	Cloumbia	Dividend Income CI A	15,319
	Vanguard	Emerg Mkts Select Stock Invstr	14,752
	Morgan Stanley	Cap Opprt Tr CI A	11,191
	iShares	Inc Core Msci Emerging Mkts	7,671
	Vanguard	Vanguard Tax Managed Fd Europe Pacific	5,692
	Crown Castle	Crown Castle International Corp	5,636
	Morgan Stanley	Corporate Bond CI A	4,598
	iShares	Tr Barclays 0-5 Yr Tips	4,439
	PIMCO	Floating Income Fd CI A	4,431
*	Fidelity	Mid Cap Enhanced Index Fund	4,324
	Virtus	Mid Cap Growth Fd CI A	3,819
	Goldman Sachs	Strategic Intl Eq A	3,343
	Morgan Stanley	Intl Advantage CI A	3,305
*	Fidelity	S/t Treasury Bond Indx Instl Prem	3,258
*	Fidelity	Freedom K 2005 Fund	3,181
	Realty Income	Realty Income Corp (maryland)	2,959
	Ivy Pacific	Opportunities CI A	2,792
	Strategy Shares	Strategy Shares Nasdaq 7handl Index	2,786
	Victory	Rs Science And Technology CI A	2,691
	Vanguard	Vanguard Index Fds Formerly Vanguard	2,601
	iShares	Tr Msci Eafe Small Cap Index Fd	2,537
*	Fidelity	Intern'tl Small Cap	2,437
	Vanguard	Inflation	2,329
	New Residential Investment	New Residential Invt Corp Com Npv (post	2,277
	Morgan Stanley	Inst Inc. Small Co Grwth CI P	2,233
	Welltower	Welltower Inc Com	2,193
	Healthcare Trust	Healthcare Tr Amer Inc CI A New	2,075
*	Fidelity	Us Invt Corp Com	1,975
*	Fidelity	Stocks For Inflation Etf	1,542
*	Fidelity	Government Money Market Fund	1,350
	TPG	Tpg Re Fin Tr Inc Com	1,295
	Two Harbors	Two Hbrs Invt Corp Com New	1,216
	Vanguard	Centerspace Com	1,142
	Arbor	Rlty Tr Inc	970
	Universal Health	Universal Health Rlty Income Tr Sbi	924
	Paramount Group	Paramount Group Inc Com	846
	WP Carey	W P Carey Inc Com	843
	Simon	Simon Ppty Grp Inc	834
	National Retail Properties	National Retail Pptys Inc Com	746
	Pennsylvania Real Estate Investment Trust	Pennsylvania Real Estate Inv Trust Sbi	510
	LTC	Ltc Pptys Inc	358
	Schwab	Schwab Strategic Tr Us Large-cap Value	172
	Common Stock:		
	Amazon.com Inc Nfs Llc	Common Stock	443,431
	Apple Computer Inc Nfs Llc	Common Stock	78,032
	Microsoft Corp Nfs Llc	Common Stock	41,367

Franke USA Holding, Inc. Savings Plus Plan
EIN: 51-0367592, Plan No. 003
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2021

(Continued)

(a)	(b) Identity of Issue, Borrower, Lessor, or Similar Party	(c) Description of Investment Including Maturity Date, Rate of Interest, Collateral or Maturity Value	(e) Current Value
	Bank Of America Corp	Common Stock	37,088
	Alphabet Inc Cap Stk Cl A	Common Stock	26,073
	Alibaba Group Hldg Ltd	Common Stock	23,639
	Adobe Sys Inc Nfs Llc	Common Stock	19,847
	American Express Co Nfs	Common Stock	19,796
	Salesforce Com Inc	Common Stock	19,060
	Netflix Com Inc Com	Common Stock	18,073
	Welbilt Inc Com	Common Stock	17,828
	Facebook Inc Com Usd0.000006 Cl A	Common Stock	17,154
	Asml Holding Nv	Common Stock	16,719
	Advanced Micro Devices Inc	Common Stock	16,549
	Wells Fargo & Co New	Common Stock	16,203
	Chevrontexaco Corp	Common Stock	15,783
	Paypal Hldgs Inc Com	Common Stock	14,898
	Lilly Eli & Co Nfs	Common Stock	14,640
	Home Depot Inc Nfs	Common Stock	14,110
	Tencent Hldgs Limited Unsp Adr	Common Stock	13,300
	Exxon Mobil Corp Nfs	Common Stock	13,236
	Visa Inc Com Cl A	Common Stock	12,569
	Lvmh Moet Hennessy Louis Vuitton Adr	Common Stock	12,567
	Costco Wholesale Corp	Common Stock	9,651
	Lam Research Corp Nfs Llc	Common Stock	9,349
	Freeport Mcmoran Copper & Gold	Common Stock	8,847
	Goldman Sachs Group Inc	Common Stock	8,799
	L Oreal Co Adr	Common Stock	8,535
	Phillips 66 Com	Common Stock	7,591
	Mastercard Inc Cl A	Common Stock	7,546
	Tokyo Electron Adr	Common Stock	7,482
	Thermo Electron Corp Corporate Bond	Common Stock	7,338
	Siemens A G Spon Adr	Common Stock	7,206
	Oracle Corporation Nfs Llc	Common Stock	7,064
	Abb Ltd Sponsored Adr	Common Stock	6,756
	Sap Ag Spon Adr Nfs	Common Stock	6,725
	Nextera Energy Inc Com	Common Stock	6,722
	Nike Inc Class B Nfs	Common Stock	6,667
	Caterpillar Inc Nfs	Common Stock	6,616
	Toyota Mtrs Corp Adr	Common Stock	6,486
	Total Fina Elf S A Spon Adr	Common Stock	6,331
	Union Pacific Corp Nfs Llc	Common Stock	6,298
	Abbott Laboratories	Common Stock	5,911
	Taiwan Semiconductor Manufacturing Co Ltd	Common Stock	5,895
	Intuit Inc Nfs Llc Is A Market	Common Stock	5,789
	3m Company Nfs Is A Specialist	Common Stock	5,745
	Astrazeneca Plc- Spons Adr	Common Stock	5,650
	Sanofi-synthelabo Adr	Common Stock	5,461
	Stryker Corp Nfs Llc	Common Stock	5,348
	Verizon Communications	Common Stock	5,208
	Bhp Billiton Plc Spon Adr	Common Stock	5,200
	Bnp Paribas Sponsored Adr	Common Stock	5,079
	J P Morgan Chase & Co	Common Stock	5,067
	At&t Inc Com	Common Stock	5,027

Franke USA Holding, Inc. Savings Plus Plan
EIN: 51-0367592, Plan No. 003
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2021

(Continued)

(a)	(b) Identity of Issue, Borrower, Lessor, or Similar Party	(c) Description of Investment Including Maturity Date, Rate of Interest, Collateral or Maturity Value	(e) Current Value
	Uber Technologies Inc Com	Common Stock	4,696
	Broadcom Inc Com	Common Stock	4,658
	Novartis Ag Adr	Common Stock	4,548
	Ing Groep Nv Adr	Common Stock	4,454
	Rio Tinto Plc Spon Adr	Common Stock	4,418
	Merck & Co Inc New Com	Common Stock	4,381
	Royal Dutch Shell Plc Spon Adr	Common Stock	4,297
	Glaxosmithkline Plc Sponsored Adr	Common Stock	4,013
	Raytheon Technologies Corp	Common Stock	3,701
	Zoom Video Communications Inc	Common Stock	3,678
	Danaher Corp	Common Stock	3,619
	Conocophillips Nfs Llc	Common Stock	3,609
	Nestle S A Sponsored Adr	Common Stock	3,497
	Vistra Energy Corp Com	Common Stock	3,497
	Mobile Telesystems Ojsc	Common Stock	3,484
	Sinopec Shanghai Pet Rochemical Co Ltd	Common Stock	3,399
	Schlumberger Limited Nfs	Common Stock	3,354
	C S X Corp Nfs Llc	Common Stock	3,271
	Fanuc Ltd Unsp Adr	Common Stock	3,260
	Carnival Corp Paired Ctf 1 Com	Common Stock	3,259
	Servicenow Inc Com	Common Stock	3,246
	Intuitive Surgical Inc Com New	Common Stock	3,234
	Murata Manufacturing Co	Common Stock	3,201
	Hess Corp Com	Common Stock	3,183
	Edwards Lifesciences Corp	Common Stock	3,109
	Banco Santander Cent Hispano S A	Common Stock	3,050
	Philip Morris Intl Inc Com	Common Stock	2,962
	Banco Bilbao Vizcaya Argentaria S	Common Stock	2,953
	General Motors Co Com	Common Stock	2,932
	Anheuser-busch Inbev Adr	Common Stock	2,725
	Square Inc Cl A	Common Stock	2,584
	Sandvik Ab Adr	Common Stock	2,372
	Bp Plc Spon Adr	Common Stock	2,370
	Intesa Sanpaolo S P A Sponsored Adr	Common Stock	2,312
	Baidu Com Inc Spon Adr	Common Stock	2,232
	Docusign Inc Com	Common Stock	2,132
	Medtronic Plc	Common Stock	2,069
	Ugi Corp New	Common Stock	1,865
	Royal Caribbean Cruises Ltd	Common Stock	1,846
	Nomura Hldgs Inc Adr	Common Stock	1,744
	Huaneng Power Intl Inc - Adr	Common Stock	1,657
	Dominion Resources Inc Va New	Common Stock	1,597
	Duke Energy Corp Com Npv	Common Stock	1,511
	Pinnacle West Cap Cp	Common Stock	1,468
	Edison Intl	Common Stock	1,396
	Devon Energy Corp New	Common Stock	1,381
	Xcel Energy Inc Com	Common Stock	1,363
	American Elec Pwr Co	Common Stock	1,362
	Lumen Technologies Inc Com	Common Stock	1,352
	Sempra Energy	Common Stock	1,346
	Intl Business Mach Nfs	Common Stock	1,337

Franke USA Holding, Inc. Savings Plus Plan
EIN: 51-0367592, Plan No. 003
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2021

(Continued)

(a)	(b) Identity of Issue, Borrower, Lessor, or Similar Party	(c) Description of Investment Including Maturity Date, Rate of Interest, Collateral or Maturity Value	(e) Current Value
	Hess Midstream Lp Cl A Shs	Common Stock	1,320
	Consolidated Edison Hldg Co Inc	Common Stock	1,318
	Petroleo Brasileiro Sa Petrobras	Common Stock	1,317
	Credit Suisse Grp Spon Adr	Common Stock	1,265
	China Peteroleum & Chem Corp Spon Adr	Common Stock	1,256
	Marathon Oil Corp	Common Stock	1,245
	Zillow Group Inc Cl A	Common Stock	1,244
	Transocean Ltd	Common Stock	1,242
	Entergy Corp New Nfs	Common Stock	1,158
	Idacorp Inc Nfs	Common Stock	1,157
	Eni Spa Adr	Common Stock	1,106
	Rapt Therapeutics Inc Com	Common Stock	1,102
	Protara Therapeutics Inc Com Stk	Common Stock	1,080
	Cardinal Health Inc Nfs Llc	Common Stock	1,058
	Ford Mtr Co Del Com	Common Stock	1,044
	Ke Hldgs Inc Sponsored Ads	Common Stock	1,006
	Petrochina Co Ltd Spon Adr	Common Stock	945
	Ping Identity Hldg Corp Com	Common Stock	915
	Teekay Tankers Ltd Com	Common Stock	818
	Essential Utils Inc Com	Common Stock	818
	Southern Co Nfs	Common Stock	771
	Omnicom Group	Common Stock	746
	estado	Common Stock	741
	Spi Energy Co Ltd Com	Common Stock	722
	Power Corp Cda	Common Stock	662
	National Fuel Gas Co	Common Stock	650
	Pembina Pipeline Corporation Com Npv	Common Stock	632
	Deutsche Bank Ag	Common Stock	625
	Enbridge Inc	Common Stock	617
	Pg & E Corp	Common Stock	607
	Daqo New Energy Corp Adr	Common Stock	605
	Pinduoduo Inc Spon Ads	Common Stock	583
	Nisource Inc Nfs Llc	Common Stock	567
	General Electric Co Com New	Common Stock	567
	Douyu International Holdings Ltd Spon	Common Stock	528
	Suncor Energy Inc New Com	Common Stock	515
	Barrick Gold Corp Nfs	Common Stock	492
	Altria Group Inc Nfs Llc	Common Stock	474
	Gds Hldgs Ltd Sponsored Adr	Common Stock	472
	Wave Life Sciences Pte Ltd Com	Common Stock	471
	360 Finance Inc Spon Ads	Common Stock	459
	Sangamo Biosciences Inc	Common Stock	450
	Green Thumb Industries Inc Com	Common Stock	447
	China Life Ins Co Ltd Spon Adr	Common Stock	432
	Vipshop Hldgs Ltd Spon Adr	Common Stock	420
	Alcanna Inc Com Npv5	Common Stock	379
	Blackboxstocks Inc Com New	Common Stock	357
	Ovintiv Inc Com	Common Stock	338
	Algonquin Power & Utilities Corp Com	Common Stock	289
	Dada Nexus Ltd	Common Stock	263
	Hello Group Inc Spon Ads	Common Stock	225

Franke USA Holding, Inc. Savings Plus Plan
EIN: 51-0367592, Plan No. 003
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2021

(Continued)

(a)	(b) Identity of Issue, Borrower, Lessor, or Similar Party	(c) Description of Investment Including Maturity Date, Rate of Interest, Collateral or Maturity Value	(e) Current Value
	Ennis Business Forms Inc	Common Stock	200
	Adt Inc Com	Common Stock	169
	Baozun Inc Adr Each Repr Ord Spons	Common Stock	139
	Orion Office Reit Inc Com	Common Stock	75
	Mereo Biopharma Group Plc Spon Ads	Common Stock	64
	Ontrak Inc Com	Common Stock	63
	Organon &co Common Stock	Common Stock	31
	Corporate Bond:		
	Bank of America	Corporate Bond	98,221
	Royal Bank of Canada	Corporate Bond	93,305
	Citigroup	Corporate Bond	86,810
	BNP Paribas	Corporate Bond	85,939
*	Fidelity	Money market mutual fund	352,422
*	Fidelity	Managed Income Portfolio	3,489,521
*	Participant loans**	Interest rates between 4.25% and 6.50%	832,127
			<u>\$ 77,968,097</u>

*Identifies parties-in-interest

**The accompanying financial statements classify participant loans as notes receivable from participants
Column (d) cost information omitted as not applicable - all investments are participant directed.

Franke USA Holding, Inc. Savings Plus Plan

Financial Statements and Supplementary Information

Years Ended December 31, 2021 and 2020

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Independent Auditor's Report

The Plan Administrator
Franke USA Holding, Inc. Savings Plus Plan
Smyrna, Tennessee

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

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

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

Management has obtained a certification from a qualified institution as of and for the year ended December 31, 2021, stating that the certified investment information, as described in Note 5 to the financial statements, is complete and accurate.

Opinion on the 2021 Financial Statements

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

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

Basis for Opinion on the 2021 Financial Statements

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

Responsibilities of Management for the 2021 Financial Statements

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

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about Franke USA Holding, Inc. Savings Plus Plan's ability to continue as a going concern within one year after the date that these financial statements are issued.

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

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

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

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of Franke USA Holding, Inc. Savings Plus 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 Franke USA Holding, Inc. Savings Plus Plan's ability to continue as a going concern for a reasonable period of time.

Our audit did not extend to the certified investment information, except for obtaining and reading the certification, comparing the certified investment information with the related information presented and disclosed in the 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 Matters

2021 Supplemental Schedule(s) Required by ERISA

The supplemental schedule listed in the table of contents is presented for purposes of additional analysis and is not a required part of the financial statements but is 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 schedule, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS. For information included in the supplemental schedule 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 schedule, we evaluated whether the supplemental schedule, other than the information agreed to or derived from the certified investment information, including their form and content, is 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 schedule, other than the information in the supplemental schedule 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 schedule related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).



Auditor's Report on the 2020 Financial Statements

We were engaged to audit the 2020 financial statements of Franke USA Holding, Inc. Savings Plus Plan. As permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA, the plan administrator instructed us not to perform and we did not perform any auditing procedures with respect to the information certified by a qualified institution. In our report dated August 19, 2021 we indicated that (a) because of the significance of the information that we did not audit, we were not able to obtain sufficient appropriate audit evidence to provide a basis for an audit opinion and accordingly, we did not express an opinion on the 2020 financial statements, and (b) the form and content of the information included in the 2020 financial statements other than that derived from the certified information were presented in compliance with the Department of Labor's Rules and Regulations under ERISA.

FORVIS, LLP

**Nashville, Tennessee
October 3, 2022**

Franke USA Holding, Inc. Savings Plus Plan
Statements of Net Assets Available for Benefits
December 31, 2021 and 2020

	<u>2021</u>	<u>2020</u>
ASSETS		
Investments at fair value	\$ 73,646,449	\$ 64,727,092
Investment at contract value	<u>3,489,521</u>	<u>3,409,383</u>
Total investments	<u>77,135,970</u>	<u>68,136,475</u>
Receivables:		
Employer contributions	131,834	156,095
Notes receivable from participants	<u>832,127</u>	<u>885,289</u>
Total receivables	<u>963,961</u>	<u>1,041,384</u>
Net assets available for benefits	<u><u>\$ 78,099,931</u></u>	<u><u>\$ 69,177,859</u></u>

Franke USA Holding, Inc. Savings Plus Plan
Statement of Changes in Net Assets Available for Benefits
Year Ended December 31, 2021

	2021
Additions to net assets attributed to:	
Investment income:	
Net appreciation in fair value of investments	\$ 3,643,922
Interest from money market fund	73
Interest from common collective trust	75,824
Dividends from registered investment companies	<u>6,349,014</u>
Total investment income	10,068,833
Interest income on notes receivable from participants	51,258
Contributions:	
Employer	2,038,825
Participants	3,909,373
Rollovers	<u>1,079,571</u>
Total contributions	7,027,769
Total additions	17,147,860
Deductions from net assets attributed to:	
Benefits paid to participants	8,117,987
Administrative expenses	<u>107,801</u>
Total deductions	<u>8,225,788</u>
Net change	8,922,072
Net assets available for benefits:	
Beginning of the year	<u>69,177,859</u>
End of the year	<u><u>\$ 78,099,931</u></u>

1. Description of Plan

The following description of the Franke USA Holding, Inc. Savings Plus Plan (the “Plan”) provides only general information. Participants should refer to the Plan document for a more complete description of the Plan’s provisions.

General

The Plan is a defined contribution plan covering all employees of Franke USA Holding, Inc. and certain subsidiaries (collectively, the “Company”) who are 21 years of age or older. Fidelity Management Trust Company serves as the Trustee of the Plan. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (“ERISA”).

Contributions

Each year, participants may contribute compensation, as defined in the Plan document, subject to certain Internal Revenue Code (“IRC”) limitations. Participant salary deferrals may be traditional 401(k) (pretax) or Roth 401(k) (after-tax). Participants who have attained age 50 before the end of the plan year are eligible to make catch-up contributions. Aggregate limits as prescribed by the IRS were \$19,500 for participants under the age of 50, and \$26,000 for participants age 50 and older in 2021. Participants may also contribute amounts representing distributions from other qualified plans and certain individual retirement accounts. The Plan includes an auto-enrollment provision whereby all newly eligible employees are automatically enrolled in the Plan unless they affirmably elect not to participate. Automatically enrolled participants have their deferral rate set at 4% of eligible compensation and their contributions invested in a designated balanced fund until changed by the participant. Additionally, deferral rates are automatically increased by 1% annually until a deferral rate of 10% is reached.

Effective January 1, 2020, the Plan definition of compensation was amended to exclude any bonus compensation paid after termination of employment. If the employer selected Safe Harbor Matching Employer Contributions, any exclusion must be a permitted exclusion under Section 1.414(s)-1(d)(2) of the Treasury Regulations. In addition, a participant must be permitted to make deferral contributions under the Plan sufficient to receive the full 401(k) Safe Harbor Matching Employer Contribution, determined as a percentage of compensation meeting the requirements of Code Section 414(s).

In accordance with QACA safe harbor requirements, the Company makes a safe harbor matching contribution equal to 100% of a participant’s salary deferrals that do not exceed 4% of their eligible compensation. Additional profit sharing amounts may be contributed at the discretion of the Company’s Board of Directors. During the year ended December 31, 2021, the Company made contributions of \$2,038,825. The Company did not make any discretionary additional matching contributions.

Investment options

Participants direct the investment of their accounts into various investment options offered by the Plan. The Plan currently offers mutual funds and a common collective trust fund. In addition, participants may utilize an individual self-directed brokerage option, through which participants are able to invest in a variety of securities including stocks, bonds, mutual funds and government securities in accordance with the Plan document.

Participant accounts

Each participant's account is credited with the participant's contribution and allocations of the Company's contributions and plan earnings (losses), and charged with benefit payments, transaction fees related to notes receivable from participants and distributions, and allocations of administrative expenses. Allocations are based on participant earnings or account balances, as defined. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

Vesting

Participants are immediately vested in their contributions and the Company's safe-harbor contributions plus actual earnings thereon. Participants are also immediately vested in the Company's additional discretionary contribution portion of their accounts.

Notes receivable from participants

Participants may borrow from their fund accounts a minimum of \$1,000 up to a maximum equal to the lesser of \$50,000 or 50% of their vested account balance. The loans are secured by the balance in the participant's account and bear interest at rates which are commensurate with local prevailing rates as determined by the Plan administrator. At December 31, 2021, outstanding loans bore interest rates between 4.25% and 6.50%. Principal and interest are paid ratably through payroll deductions.

Payment of benefits

On termination of service due to death, disability or retirement, a participant may elect to receive an amount equal to the value of the participant's vested interest in his or her account in either a lump-sum amount or various installment and annuity options as provided by the Plan. For termination of service due to other reasons, a participant may receive the value of the vested interest in his or her account as a lump-sum distribution. Amounts contributed on a before-tax basis may only be withdrawn upon demonstration of financial hardship, disability, or after the participant reaches the age of 59.5 years.

Forfeitures

At December 31, 2021 and 2020, forfeited nonvested accounts are held in the plan in the Fidelity Managed Income Portfolio Fund and totaled approximately \$4,300 and \$1,600, respectively. These accounts can be used to pay administrative expenses or offset future employer contributions. During 2021, forfeitures of \$550 were used to reduce employer contributions and pay administrative expenses.

Subsequent Events

The Plan has evaluated subsequent events through October 3, 2022 the date the financial statements were available to be issued and did not note any items that would require recognition or disclosure.

2. Summary of Significant Accounting Policies

Basis of accounting

The financial statements of the Plan are prepared on the accrual basis of accounting in conformity with accounting principles generally accepted in the United States of America ("U.S. GAAP").

Estimates

The preparation of financial statements in conformity with U.S. GAAP requires management to make estimates and assumptions that affect certain reported amounts of net assets available for benefits and changes therein, and disclosure of contingent assets and liabilities. Accordingly, actual results may differ from those estimates and assumptions.

Investment valuation and income recognition

Investments are reported at fair value, except for fully benefit-responsive investment contracts, which are 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. Plan management determines the Plan's valuation policies utilizing information provided by the Trustee. See Note 3 for discussion of fair value measurements.

Investments in fully benefit-responsive investment contracts are reported at contract value. Contract value is the relevant measure for the portion of the net assets available for benefits of a defined contribution plan attributable to fully benefit-responsive investment contracts because contract value is the amount participants normally would receive if they were to initiate permitted transactions under the terms of the Plan.

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

Notes receivable from participants

Notes receivable from participants are measured at their unpaid principal balance. Interest income from notes receivable from participants is recorded when received. Delinquent participant loans are reclassified as distributions based upon the terms of the Plan document.

Payment of benefits

Benefit payments to participants are recorded upon distribution.

Administrative expenses

The Plan's administrative expenses are paid by either the Plan or the Company, as provided by the Plan document. Certain administrative functions are performed by employees of the Company. No such employee receives compensation from the Plan. Expenses relating to specific participant transactions (notes receivable and distributions) are charged directly to the participant's account.

3. Fair Value Measurements

Fair value, as defined under U.S. GAAP, is an exit price representing 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. U.S. GAAP establishes a three-tier fair value hierarchy which prioritizes the inputs used in measuring fair value. These tiers include:

- Level 1:** Observable inputs such as quoted prices in active markets.
- Level 2:** Inputs other than quoted prices in active markets that are either directly or indirectly observable.
- Level 3:** Unobservable inputs about which little or no market data exists, therefore requiring an entity to develop its own assumptions.

Assets and liabilities are classified in their entirety based on the lowest level of input that is significant to the fair value measurement. The Plan's assessment of the significance of a particular input to the fair value measurement requires judgment and may affect the valuation of fair value assets and liabilities and their placement within the fair value hierarchy levels.

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

Mutual funds

Mutual funds are publicly traded investments and are valued daily at the closing price reported on the active market on which the funds are traded.

Money market mutual funds

The estimated fair value of cash approximates its carrying value. Due to the nature of money market mutual funds the Plan has classified holdings within Level 1 of the valuation hierarchy.

Common stocks

Common stocks in the Plan are publicly traded investments and are valued daily at the closing price reported on the active market on which the individual securities are traded.

Corporate bonds

These investments are valued using pricing models maximizing the use of observable inputs for similar securities. This includes basing the value on yields currently available on comparable securities of issuers with similar credit ratings. When quoted prices are not available for identical or similar bonds, those corporate bonds are valued under a discounted cash flow approach that maximizes observable inputs, such as current yields or similar instruments, but includes adjustments for certain risks that may not be observable, such as credit and liquidity risks.

Franke USA Holding, Inc. Savings Plus Plan
Notes to Financial Statements

The following tables set forth by level within the fair value hierarchy the Plan's assets accounted for at fair value on a recurring basis as of December 31, 2021 and 2020:

Assets at Fair Value as of December 31, 2021				
	Level 1	Level 2	Level 3	Total
Money market mutual fund	\$ 352,422	\$ -	\$ -	\$ 352,422
Common stocks	1,313,596	-	-	1,313,596
Corporate bonds	-	364,275	-	364,275
Mutual funds	71,616,156	-	-	71,616,156
Total investments at fair value	<u>\$ 73,282,174</u>	<u>\$ 364,275</u>	<u>\$ -</u>	<u>\$ 73,646,449</u>

Assets at Fair Value as of December 31, 2020				
	Level 1	Level 2	Level 3	Total
Money market mutual fund	\$ 560,100	\$ -	\$ -	\$ 560,100
Common stocks	1,252,886	-	-	1,252,886
Corporate bonds	-	426,561	-	426,561
Mutual funds	62,487,545	-	-	62,487,545
Total investments at fair value	<u>\$ 64,300,531</u>	<u>\$ 426,561</u>	<u>\$ -</u>	<u>\$ 64,727,092</u>

The Plan recognizes transfers between the levels as of the actual date of the event or change in circumstances that caused the transfer. There were no gross transfers between the levels for the year ended December 31, 2021.

The preceding methods described may produce a fair value calculation that may not be indicative of net realizable value or reflective of future values. Furthermore, although the Plan believes its 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 fair value measurement at the reporting date.

4. Fully Benefit-Responsive Investment Contracts

The Plan's common/collective investment contract is a stable value fund with Fidelity Management Trust Company. This contract meets the fully benefit-responsive investment contract criteria and therefore is reported at contract value. Contract value is the relevant measure for fully benefit-responsive investment contracts because this is the amount received by participants if they were to initiate permitted transactions under the terms of the Plan. Contract value represents contributions made under each contract, plus earnings, less participant withdrawals, and administrative expenses.

The traditional investment contract held by the Plan is a guaranteed investment contract. The contract issuer is contractually obligated to repay the principal and interest at a specified interest rate that is guaranteed to the Plan. There are no reserves against contract value for credit risk of the contract issuers or otherwise. The crediting interest rate is based on a formula agreed upon with the issuers, but it may not be less than 0%. Such interest rates are reviewed on a quarterly basis for resetting.

The Plan's ability to receive amounts due in accordance with fully benefit-responsive investment contracts is dependent on the third-party issuer's ability to meet its financial obligations. The issuer's ability to meet its contractual obligations may be affected by future economic and regulatory developments.

Franke USA Holding, Inc. Savings Plus Plan
Notes to Financial Statements

Certain events limit the ability of the Plan to transact at contract value with the issuers. Such events include the following: (1) amendments to the plan document (including complete or partial plan termination or merger with another plan), (2) changes to the Plan's prohibition on competing investment options or deletion of equity wash provisions, (3) premature termination of the contracts, (4) bankruptcy of the plan sponsor or other plan sponsor events (for example, divestitures or spin-offs of a subsidiary) that cause a significant withdrawal from the Plan, or (5) the failure of the Plan to qualify for exemption from federal income taxes or any required prohibited transaction exemption under ERISA. The Plan administrator does not believe that the occurrence of any such value event, which would limit the Plan's ability to transact at contract value with participants, is probable.

In addition, certain events allow the issuer to terminate the contracts with the Plan and settle at an amount different from contract value. Those events may be different under each contract. Examples of such events include the following: (1) an uncured violation of the Plan's investment guidelines, (2) a breach of material obligation under the contract, (3) a material representation or (4) a material amendment to the agreements without the consent of the issuer.

5. Unaudited Information Certified by Trustee

The accompanying financial statements include the following unaudited information as of December 31, 2021 and 2020 and for the year ended December 31, 2021 that was obtained from data prepared and certified to be complete and accurate by the Plan's Trustee.

	<u>2021</u>	<u>2020</u>
Investments	<u>\$ 77,135,970</u>	<u>\$ 68,136,475</u>
Notes receivable from participants	<u>\$ 832,127</u>	<u>\$ 885,289</u>
Net appreciation in fair value of investments	<u>\$ 3,643,922</u>	
Interest from money market fund	<u>\$ 73</u>	
Interest from common collective trust	<u>\$ 75,824</u>	
Dividends from registered investment companies	<u>\$ 6,349,014</u>	
Interest income on notes receivable from participants	<u>\$ 51,258</u>	

6. Exempt Party-In-Interest Transactions

Certain Plan investments are shares of mutual funds managed by Fidelity Investments Institutional Operations Company, Inc. ("FIIOC"), the contractual recordkeeping agent for Fidelity. Fidelity is the Trustee as defined by the Plan; therefore, Fidelity and FIIOC are considered parties-in-interest. Fees paid by the Plan for investment management services were included as a reduction of the return earned on each fund. Fees paid to the Trustee by the Plan for administrative services were \$107,801 for the year ended December 31, 2021.

7. Plan Termination

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

8. Tax Status

The Plan has not obtained a determination letter from the IRS stating that the Plan was in compliance with the applicable requirement of the IRC. The Plan is relying on the IRS approval of the prototype plan that it is utilizing. The IRS has determined and informed the document sponsor by a letter dated March 31, 2014 that the prototype plan document was designed in accordance with applicable sections of the IRC. The Plan administrator believes that the Plan is currently designed and being operated in compliance with the applicable requirements of the IRC. Therefore, the Plan administrator believes that the Plan was qualified and the related trust was tax exempt as of the financial statement date.

Since the date of the determination letter, the Plan has been amended. The Company has not yet received a determination letter for the amended plan. The Company believes that the Plan currently is designed and being operated in compliance with the applicable requirements of the IRC and that, therefore, the Plan continues to qualify under Section 401(a) and the related trust continues to be tax-exempt as of December 31, 2021. Therefore, no provision for income taxes is included in the Plan's financial statements.

U.S. GAAP requires plan management to evaluate tax positions taken by the Plan and recognize a tax liability (or asset) if the Plan has taken an uncertain position that more likely than not would not be sustained upon examination by the IRS and state taxing authorities. The Plan administrator has analyzed the tax positions taken by the Plan, and has concluded that, as of December 31, 2021, there are no uncertain positions taken or expected to be taken that would require recognition of a liability or disclosure in the financial statements. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

9. Risks and Uncertainties

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

10. Reconciliation of Financial Statements to Form 5500

The following is a reconciliation of net assets available for benefits per the accompanying 2021 and 2020 financial statements to Schedule H of Form 5500 as of December 31:

	<u>2021</u>	<u>2020</u>
Net assets available for benefits per the financial statements	\$ 78,099,931	\$ 69,177,859
Employer contribution receivable	(131,834)	(156,095)
Adjustment from fair value to contract value	<u>31,056</u>	<u>119,411</u>
Net assets available for benefits per the Form 5500	<u>\$ 77,999,153</u>	<u>\$ 69,141,175</u>

The following is a reconciliation of decreases from the financial statements for the year ended December 31, 2021, to Schedule H of Form 5500.

Increase in net assets available for benefits per the financial statements	\$ 8,922,072
Change in employer contributions receivable	24,261
Change in adjustment from fair value to contract value	<u>(88,355)</u>
Net increase per Form 5500	<u>\$ 8,857,978</u>

11. COVID – 19

In March 2020, the World Health Organization declared the outbreak and spread of COVID-19, a novel strain of Coronavirus, a pandemic. The coronavirus outbreak has had far reaching and unpredictable impacts on the global economy, supply chains, financial markets, and global business operations of a variety of industries. Governments have taken substantial action to contain the spread of the virus including mandating social distancing, suspension of certain gatherings, and shuttering of certain nonessential businesses.

There is significant uncertainty in the nature and degree of its continued effects on the Plan. The extent to which it will impact the Plan going forward will depend on a variety of factors including the duration and continued spread of the outbreak, impact on the company's customers, employees and vendors, as well as governmental, regulatory and private sector responses. Further, the pandemic may have a significant impact on management's accounting estimates and assumptions.

Supplementary Information

Franke USA Holding, Inc. Savings Plus Plan
EIN: 51-0367592, Plan No. 003
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2021

(a)	(b) Identity of Issue, Borrower, Lessor, or Similar Party	(c) Description of Investment Including Maturity Date, Rate of Interest, Collateral or Maturity Value	(e) Current Value
	Mutual Funds:	Mutual Funds:	
	JPMorgan	Large Cap Growth Fund	\$ 13,440,476
*	Fidelity	500 Index Pr Fund	6,087,207
*	Fidelity	Freedom K 2030 Fund	5,581,682
*	Fidelity	Freedom K 2035 Fund	5,255,349
*	Fidelity	Freedom K 2040 Fund	5,013,692
*	Fidelity	Freedom K 2050 Fund	3,774,255
*	Fidelity	Freedom K 2045 Fund	3,524,972
*	Fidelity	Freedom K 2025 Fund	3,017,265
	Janus Henderson	Enterprise Fund	2,952,668
	Massachusetts Financial	Value Fund R6	2,856,160
*	Fidelity	Freedom K 2020 Fund	2,477,587
*	Fidelity	Us Bond Index Fund	2,234,969
*	Fidelity	Freedom K 2055 Fund	2,168,632
*	Fidelity	Zero Total Market Index Fund	2,019,419
	American Funds	Europacific Growth Fund R6	1,963,652
*	Fidelity	Small Cap Index Fund	1,118,753
	JP Morgan	Mid Cap Value Fund	991,144
	Pimco	Income Fund	975,732
*	Fidelity	Freedom K 2060 Fund	652,183
*	Fidelity	Mid Cap Index Fund	635,846
*	Fidelity	Freedom K Income Fund	494,971
	Prudential Financial	Total Return Bond Fund	482,109
*	Fidelity	International Index Fund	410,257
	Oppenheimer	International Small-mid Company Fund	375,685
*	Fidelity	Freedom K 2010 Fund	293,410
	American Beacon	Small Cap Value Fund	278,709
*	Fidelity	Freedom K 2015 Fund	206,293
	Oppenheimer	Developing Markets Fund	198,084
	Wells Fargo	Growth Fund	192,540
	Neuberger Berman	Real Estate Fund	168,107
	PIMCO	Income Fund Institutional Fund	164,148
	Europacific	Growth Fund F3	157,009
*	Fidelity	Freedom K 2065 Fund	155,641
	PIMCO	Total Return Class A	141,423
	iShares	Tr S&p Smallcap 600/barra	141,060
	Baird	Aggregate Bond Fund	136,848
	Invesco	Invs Discovery R6	104,765
	Janus	Global Life Sciences Fund CI I	94,641
	Rivernor/Double Line	Strategic Inc I	69,086
	JP Morgan	Hedged Equity 3 Fd I	59,502
*	Fidelity	Real Estate Income	59,480
	Vanguard	Total Stock Market Indexadmiral	54,977
*	Fidelity	U.s. Bond Index Instl Premium	53,296
	Vanguard	Total Intl Stock Index Admiral	31,369
	Catalyst/Millburn	Hedge Strtgy Fd CI I	30,666
	JP Morgan	Hedged Equity 2 Fd I	29,761
*	Fidelity	Aggressive International	27,278
	William Blair	Small Cap Fd Class I Fidelity Fund	26,169
*	Fidelity	Blue Chip Growth	24,455
	Pimco	All Asset Fund	22,781

Franke USA Holding, Inc. Savings Plus Plan
EIN: 51-0367592, Plan No. 003
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2021

(Continued)

(a)	(b) Identity of Issue, Borrower, Lessor, or Similar Party	(c) Description of Investment Including Maturity Date, Rate of Interest, Collateral or Maturity Value	(e) Current Value
*	Fidelity American Funds	Small Cap Growth Class F	18,727 15,970
	Fidelity	Equity Income	15,704
	Cloumbia	Dividend Income CI A	15,319
	Vanguard	Emerg Mkts Select Stock Invstr	14,752
	Morgan Stanley	Cap Opprt Tr CI A	11,191
	iShares	Inc Core Msci Emerging Mkts	7,671
	Vanguard	Vanguard Tax Managed Fd Europe Pacific	5,692
	Crown Castle	Crown Castle International Corp	5,636
	Morgan Stanley	Corporate Bond CI A	4,598
	iShares	Tr Barclays 0-5 Yr Tips	4,439
	PIMCO	Floating Income Fd CI A	4,431
*	Fidelity	Mid Cap Enhanced Index Fund	4,324
	Virtus	Mid Cap Growth Fd CI A	3,819
	Goldman Sachs	Strategic Intl Eq A	3,343
	Morgan Stanley	Intl Advantage CI A	3,305
*	Fidelity	S/t Treasury Bond Indx Instl Prem	3,258
*	Fidelity	Freedom K 2005 Fund	3,181
	Realty Income	Realty Income Corp (maryland)	2,959
	Ivy Pacific	Opportunities CI A	2,792
	Strategy Shares	Strategy Shares Nasdaq 7handl Index	2,786
	Victory	Rs Science And Technology CI A	2,691
	Vanguard	Vanguard Index Fds Formerly Vanguard	2,601
	iShares	Tr Msci Eafe Small Cap Index Fd	2,537
*	Fidelity	Intern'tl Small Cap	2,437
	Vanguard	Inflation	2,329
	New Residential Investment	New Residential Invt Corp Com Npv (post	2,277
	Morgan Stanley	Inst Inc. Small Co Grwth CI P	2,233
	Welltower	Welltower Inc Com	2,193
	Healthcare Trust	Healthcare Tr Amer Inc CI A New	2,075
*	Fidelity	Us Invt Corp Com	1,975
*	Fidelity	Stocks For Inflation Etf	1,542
*	Fidelity	Government Money Market Fund	1,350
	TPG	Tpg Re Fin Tr Inc Com	1,295
	Two Harbors	Two Hbrs Invt Corp Com New	1,216
	Vanguard	Centerspace Com	1,142
	Arbor	Rlty Tr Inc	970
	Universal Health	Universal Health Rlty Income Tr Sbi	924
	Paramount Group	Paramount Group Inc Com	846
	WP Carey	W P Carey Inc Com	843
	Simon	Simon Ppty Grp Inc	834
	National Retail Properties	National Retail Pptys Inc Com	746
	Pennsylvania Real Estate Investment Trust	Pennsylvania Real Estate Inv Trust Sbi	510
	LTC	Ltc Pptys Inc	358
	Schwab	Schwab Strategic Tr Us Large-cap Value	172
	Common Stock:		
	Amazon.com Inc Nfs Llc	Common Stock	443,431
	Apple Computer Inc Nfs Llc	Common Stock	78,032
	Microsoft Corp Nfs Llc	Common Stock	41,367

Franke USA Holding, Inc. Savings Plus Plan
EIN: 51-0367592, Plan No. 003
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2021

(Continued)

(a)	(b) Identity of Issue, Borrower, Lessor, or Similar Party	(c) Description of Investment Including Maturity Date, Rate of Interest, Collateral or Maturity Value	(e) Current Value
	Bank Of America Corp	Common Stock	37,088
	Alphabet Inc Cap Stk Cl A	Common Stock	26,073
	Alibaba Group Hldg Ltd	Common Stock	23,639
	Adobe Sys Inc Nfs Llc	Common Stock	19,847
	American Express Co Nfs	Common Stock	19,796
	Salesforce Com Inc	Common Stock	19,060
	Netflix Com Inc Com	Common Stock	18,073
	Welbilt Inc Com	Common Stock	17,828
	Facebook Inc Com Usd0.000006 Cl A	Common Stock	17,154
	Asml Holding Nv	Common Stock	16,719
	Advanced Micro Devices Inc	Common Stock	16,549
	Wells Fargo & Co New	Common Stock	16,203
	Chevrontexaco Corp	Common Stock	15,783
	Paypal Hldgs Inc Com	Common Stock	14,898
	Lilly Eli & Co Nfs	Common Stock	14,640
	Home Depot Inc Nfs	Common Stock	14,110
	Tencent Hldgs Limited Unsp Adr	Common Stock	13,300
	Exxon Mobil Corp Nfs	Common Stock	13,236
	Visa Inc Com Cl A	Common Stock	12,569
	Lvmh Moet Hennessy Louis Vuitton Adr	Common Stock	12,567
	Costco Wholesale Corp	Common Stock	9,651
	Lam Research Corp Nfs Llc	Common Stock	9,349
	Freeport Mcmoran Copper & Gold	Common Stock	8,847
	Goldman Sachs Group Inc	Common Stock	8,799
	L Oreal Co Adr	Common Stock	8,535
	Phillips 66 Com	Common Stock	7,591
	Mastercard Inc Cl A	Common Stock	7,546
	Tokyo Electron Adr	Common Stock	7,482
	Thermo Electron Corp Corporate Bond	Common Stock	7,338
	Siemens A G Spon Adr	Common Stock	7,206
	Oracle Corporation Nfs Llc	Common Stock	7,064
	Abb Ltd Sponsored Adr	Common Stock	6,756
	Sap Ag Spon Adr Nfs	Common Stock	6,725
	Nextera Energy Inc Com	Common Stock	6,722
	Nike Inc Class B Nfs	Common Stock	6,667
	Caterpillar Inc Nfs	Common Stock	6,616
	Toyota Mtrs Corp Adr	Common Stock	6,486
	Total Fina Elf S A Spon Adr	Common Stock	6,331
	Union Pacific Corp Nfs Llc	Common Stock	6,298
	Abbott Laboratories	Common Stock	5,911
	Taiwan Semiconductor Manufacturing Co Ltd	Common Stock	5,895
	Intuit Inc Nfs Llc Is A Market	Common Stock	5,789
	3m Company Nfs Is A Specialist	Common Stock	5,745
	Astrazeneca Plc- Spons Adr	Common Stock	5,650
	Sanofi-synthelabo Adr	Common Stock	5,461
	Stryker Corp Nfs Llc	Common Stock	5,348
	Verizon Communications	Common Stock	5,208
	Bhp Billiton Plc Spon Adr	Common Stock	5,200
	Bnp Paribas Sponsored Adr	Common Stock	5,079
	J P Morgan Chase & Co	Common Stock	5,067
	At&t Inc Com	Common Stock	5,027

Franke USA Holding, Inc. Savings Plus Plan
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Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
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(Continued)

(a)	(b) Identity of Issue, Borrower, Lessor, or Similar Party	(c) Description of Investment Including Maturity Date, Rate of Interest, Collateral or Maturity Value	(e) Current Value
	Uber Technologies Inc Com	Common Stock	4,696
	Broadcom Inc Com	Common Stock	4,658
	Novartis Ag Adr	Common Stock	4,548
	Ing Groep Nv Adr	Common Stock	4,454
	Rio Tinto Plc Spon Adr	Common Stock	4,418
	Merck & Co Inc New Com	Common Stock	4,381
	Royal Dutch Shell Plc Spon Adr	Common Stock	4,297
	Glaxosmithkline Plc Sponsored Adr	Common Stock	4,013
	Raytheon Technologies Corp	Common Stock	3,701
	Zoom Video Communications Inc	Common Stock	3,678
	Danaher Corp	Common Stock	3,619
	Conocophillips Nfs Llc	Common Stock	3,609
	Nestle S A Sponsored Adr	Common Stock	3,497
	Vistra Energy Corp Com	Common Stock	3,497
	Mobile Telesystems Ojsc	Common Stock	3,484
	Sinopec Shanghai Pet Rochemical Co Ltd	Common Stock	3,399
	Schlumberger Limited Nfs	Common Stock	3,354
	C S X Corp Nfs Llc	Common Stock	3,271
	Fanuc Ltd Unsp Adr	Common Stock	3,260
	Carnival Corp Paired Ctf 1 Com	Common Stock	3,259
	Servicenow Inc Com	Common Stock	3,246
	Intuitive Surgical Inc Com New	Common Stock	3,234
	Murata Manufacturing Co	Common Stock	3,201
	Hess Corp Com	Common Stock	3,183
	Edwards Lifesciences Corp	Common Stock	3,109
	Banco Santander Cent Hispano S A	Common Stock	3,050
	Philip Morris Intl Inc Com	Common Stock	2,962
	Banco Bilbao Vizcaya Argentaria S	Common Stock	2,953
	General Motors Co Com	Common Stock	2,932
	Anheuser-busch Inbev Adr	Common Stock	2,725
	Square Inc Cl A	Common Stock	2,584
	Sandvik Ab Adr	Common Stock	2,372
	Bp Plc Spon Adr	Common Stock	2,370
	Intesa Sanpaolo S P A Sponsored Adr	Common Stock	2,312
	Baidu Com Inc Spon Adr	Common Stock	2,232
	Docusign Inc Com	Common Stock	2,132
	Medtronic Plc	Common Stock	2,069
	Ugi Corp New	Common Stock	1,865
	Royal Caribbean Cruises Ltd	Common Stock	1,846
	Nomura Hldgs Inc Adr	Common Stock	1,744
	Huaneng Power Intl Inc - Adr	Common Stock	1,657
	Dominion Resources Inc Va New	Common Stock	1,597
	Duke Energy Corp Com Npv	Common Stock	1,511
	Pinnacle West Cap Cp	Common Stock	1,468
	Edison Intl	Common Stock	1,396
	Devon Energy Corp New	Common Stock	1,381
	Xcel Energy Inc Com	Common Stock	1,363
	American Elec Pwr Co	Common Stock	1,362
	Lumen Technologies Inc Com	Common Stock	1,352
	Sempra Energy	Common Stock	1,346
	Intl Business Mach Nfs	Common Stock	1,337

Franke USA Holding, Inc. Savings Plus Plan
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Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2021

(Continued)

(a)	(b) Identity of Issue, Borrower, Lessor, or Similar Party	(c) Description of Investment Including Maturity Date, Rate of Interest, Collateral or Maturity Value	(e) Current Value
	Hess Midstream Lp Cl A Shs	Common Stock	1,320
	Consolidated Edison Hldg Co Inc	Common Stock	1,318
	Petroleo Brasileiro Sa Petrobras	Common Stock	1,317
	Credit Suisse Grp Spon Adr	Common Stock	1,265
	China Peteroleum & Chem Corp Spon Adr	Common Stock	1,256
	Marathon Oil Corp	Common Stock	1,245
	Zillow Group Inc Cl A	Common Stock	1,244
	Transocean Ltd	Common Stock	1,242
	Entergy Corp New Nfs	Common Stock	1,158
	Idacorp Inc Nfs	Common Stock	1,157
	Eni Spa Adr	Common Stock	1,106
	Rapt Therapeutics Inc Com	Common Stock	1,102
	Protara Therapeutics Inc Com Stk	Common Stock	1,080
	Cardinal Health Inc Nfs Llc	Common Stock	1,058
	Ford Mtr Co Del Com	Common Stock	1,044
	Ke Hldgs Inc Sponsored Ads	Common Stock	1,006
	Petrochina Co Ltd Spon Adr	Common Stock	945
	Ping Identity Hldg Corp Com	Common Stock	915
	Teekay Tankers Ltd Com	Common Stock	818
	Essential Utils Inc Com	Common Stock	818
	Southern Co Nfs	Common Stock	771
	Omnicom Group	Common Stock	746
	estado	Common Stock	741
	Spi Energy Co Ltd Com	Common Stock	722
	Power Corp Cda	Common Stock	662
	National Fuel Gas Co	Common Stock	650
	Pembina Pipeline Corporation Com Npv	Common Stock	632
	Deutsche Bank Ag	Common Stock	625
	Enbridge Inc	Common Stock	617
	Pg & E Corp	Common Stock	607
	Daqo New Energy Corp Adr	Common Stock	605
	Pinduoduo Inc Spon Ads	Common Stock	583
	Nisource Inc Nfs Llc	Common Stock	567
	General Electric Co Com New	Common Stock	567
	Douyu International Holdings Ltd Spon	Common Stock	528
	Suncor Energy Inc New Com	Common Stock	515
	Barrick Gold Corp Nfs	Common Stock	492
	Altria Group Inc Nfs Llc	Common Stock	474
	Gds Hldgs Ltd Sponsored Adr	Common Stock	472
	Wave Life Sciences Pte Ltd Com	Common Stock	471
	360 Finance Inc Spon Ads	Common Stock	459
	Sangamo Biosciences Inc	Common Stock	450
	Green Thumb Industries Inc Com	Common Stock	447
	China Life Ins Co Ltd Spon Adr	Common Stock	432
	Vipshop Hldgs Ltd Spon Adr	Common Stock	420
	Alcanna Inc Com Npv5	Common Stock	379
	Blackboxstocks Inc Com New	Common Stock	357
	Ovintiv Inc Com	Common Stock	338
	Algonquin Power & Utilities Corp Com	Common Stock	289
	Dada Nexus Ltd	Common Stock	263
	Hello Group Inc Spon Ads	Common Stock	225

Franke USA Holding, Inc. Savings Plus Plan
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(Continued)

(a)	(b) Identity of Issue, Borrower, Lessor, or Similar Party	(c) Description of Investment Including Maturity Date, Rate of Interest, Collateral or Maturity Value	(e) Current Value
	Ennis Business Forms Inc	Common Stock	200
	Adt Inc Com	Common Stock	169
	Baozun Inc Adr Each Repr Ord Spons	Common Stock	139
	Orion Office Reit Inc Com	Common Stock	75
	Mereo Biopharma Group Plc Spon Ads	Common Stock	64
	Ontrak Inc Com	Common Stock	63
	Organon &co Common Stock	Common Stock	31
	Corporate Bond:		
	Bank of America	Corporate Bond	98,221
	Royal Bank of Canada	Corporate Bond	93,305
	Citigroup	Corporate Bond	86,810
	BNP Paribas	Corporate Bond	85,939
*	Fidelity	Money market mutual fund	352,422
*	Fidelity	Managed Income Portfolio	3,489,521
*	Participant loans**	Interest rates between 4.25% and 6.50%	832,127
			<u>\$ 77,968,097</u>

*Identifies parties-in-interest

**The accompanying financial statements classify participant loans as notes receivable from participants
Column (d) cost information omitted as not applicable - all investments are participant directed.