

<div>Form 5500</div> <div>Department of the Treasury Internal Revenue Service</div> <div>Department of Labor Employee Benefits Security Administration</div> <div>Pension Benefit Guaranty Corporation</div>	<div>Annual Return/Report of Employee Benefit Plan</div> <div>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).</div> <div>▶ Complete all entries in accordance with the instructions to the Form 5500.</div>	<div>OMB Nos. 1210-0110 1210-0089</div> <div>2023</div> <div>This Form is Open to Public Inspection</div>
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Part I	Annual Report Identification Information
For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023	
A	This return/report is for: <div><div>☐ a multiemployer plan</div><div>☐ a multiple-employer plan (Filers checking this box must provide participating employer information in accordance with the form instructions.)</div><div>☒ a single-employer plan</div><div>☐ a DFE (specify) _____</div><div>☐ the first return/report</div><div>☐ the final return/report</div><div>☒ an amended return/report</div><div>☐ a short plan year return/report (less than 12 months)</div></div>
C	If the plan is a collectively-bargained plan, check here. ▶ ☐
D	Check box if filing under: <div><div>☒ Form 5558</div><div>☐ automatic extension</div><div>☐ the DFVC program</div><div>☐ special extension (enter description)</div></div>
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 KAO AMERICA INC. PENSION PLAN
1b	Three-digit plan number (PN) ▶ 002
1c	Effective date of plan 01/01/1992
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) KAO AMERICA INC. 2535 SPRING GROVE AVE CINCINNATI, OH 45214-1729
2b	Employer Identification Number (EIN) 52-2064483
2c	Plan Sponsor's telephone number 513-421-1400
2d	Business code (see instructions) 325600

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.	10/08/2024	JILL ADLER
	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

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:		4b EIN	
a Sponsor's name		4d PN	
c Plan Name			
5 Total number of participants at the beginning of the plan year		5	2041
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)	646
a(2) Total number of active participants at the end of the plan year		6a(2)	591
b Retired or separated participants receiving benefits		6b	530
c Other retired or separated participants entitled to future benefits		6c	716
d Subtotal. Add lines 6a(2) , 6b , and 6c		6d	1837
e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.		6e	145
f Total. Add lines 6d and 6e		6f	1982
g(1) Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item)		6g(1)	
g(2) Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)		6g(2)	
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: 1A 1C 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)		9b Plan benefit arrangement (check all that apply)	
(1) ☐ Insurance		(1) ☐ Insurance	
(2) ☐ Code section 412(e)(3) insurance contracts		(2) ☐ Code section 412(e)(3) insurance contracts	
(3) ☒ Trust		(3) ☒ Trust	
(4) ☐ General assets of the sponsor		(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		b General Schedules	
(1) ☒ R (Retirement Plan Information)		(1) ☒ H (Financial Information)	
(2) ☐ MB (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary		(2) ☐ I (Financial Information – Small Plan)	
(3) ☒ SB (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary		(3) ☐ A (Insurance Information) – Number Attached <u>0</u>	
(4) ☐ DCG (Individual Plan Information) – Number Attached _____		(4) ☒ C (Service Provider Information)	
(5) ☐ MEP (Multiple-Employer Retirement Plan 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 2023 Form M-1 annual report. If the plan was not required to file the 2023 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 _____

<div>SCHEDULE SB (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation</div>	<div>Single-Employer Defined Benefit Plan Actuarial Information</div> <div>This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code).</div> <div>▶ File as an attachment to Form 5500 or 5500-SF.</div>	<div>OMB No. 1210-0110</div> <div>2023</div> <div>This Form is Open to Public Inspection</div>
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For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023	
▶ Round off amounts to nearest dollar.	
▶ Caution: A penalty of \$1,000 will be assessed for late filing of this report unless reasonable cause is established.	
A Name of plan KAO AMERICA INC. PENSION PLAN	B Three-digit plan number (PN) ▶ 002
C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF KAO AMERICA INC.	D Employer Identification Number (EIN) 52-2064483
E Type of plan: ☒ Single ☐ Multiple-A ☐ Multiple-B	F Prior year plan size: ☐ 100 or fewer ☐ 101-500 ☒ More than 500

Part I	Basic Information			
1	Enter the valuation date: Month 01 Day 01 Year 2023			
2	Assets:			
a	Market value	2a	120211710	
b	Actuarial value	2b	132232881	
3	Funding target/participant count breakdown	(1) Number of participants	(2) Vested Funding Target	(3) Total Funding Target
a	For retired participants and beneficiaries receiving payment	627	49353337	49353337
b	For terminated vested participants	774	23277467	23277467
c	For active participants	646	33350106	33897503
d	Total	2047	105980910	106528307
4	If the plan is in at-risk status, check the box and complete lines (a) and (b) ☐			
a	Funding target disregarding prescribed at-risk assumptions	4a		
b	Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor	4b		
5	Effective interest rate	5	5.25 %	
6	Target normal cost			
a	Present value of current plan year accruals	6a	0	
b	Expected plan-related expenses	6b	195936	
c	Target normal cost	6c	195936	

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

<div>SIGN HERE</div>	<div>Signature of actuary</div> <div>JASEN DASHNER</div> <div>Type or print name of actuary</div> <div>MERCER</div> <div>Firm name</div> <div>325 JOHN H. MCCONNELL BLVD, STE 350 COLUMBUS, OH 43215</div> <div>Address of the firm</div>	<div>09/24/2024</div> <div>Date</div> <div>23-08408</div> <div>Most recent enrollment number</div> <div>614-227-5528</div> <div>Telephone number (including area code)</div>
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Part II Beginning of Year Carryover and Prefunding Balances

	(a) Carryover balance	(b) Prefunding balance
7 Balance at beginning of prior year after applicable adjustments (line 13 from prior year)	0	51550863
8 Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	0	0
9 Amount remaining (line 7 minus line 8)	0	51550863
10 Interest on line 9 using prior year's actual return of <u>-20.76</u> %	0	-10701959
11 Prior year's excess contributions to be added to prefunding balance:		
a Present value of excess contributions (line 38a from prior year)		0
b(1) Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of <u>5.38</u> %		0
b(2) Interest on line 38b from prior year Schedule SB, using prior year's actual return		0
c Total available at beginning of current plan year to add to prefunding balance		0
d Portion of (c) to be added to prefunding balance		
12 Other reductions in balances due to elections or deemed elections	0	0
13 Balance at beginning of current year (line 9 + line 10 + line 11d – line 12)	0	40848904

Part III Funding Percentages

14 Funding target attainment percentage	14	85.78 %
15 Adjusted funding target attainment percentage	15	124.12 %
16 Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to reduce current year's funding requirement	16	103.67 %
17 If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage	17	%

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

(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees	(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees
Totals ▶			18(b)	0	18(c) 0

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

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

20 Quarterly contributions and liquidity shortfalls:

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

Liquidity shortfall as of end of quarter of this plan year			
(1) 1st	(2) 2nd	(3) 3rd	(4) 4th
0	0	0	0

Part V	Assumptions Used to Determine Funding Target and Target Normal Cost
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21 Discount rate:			
a Segment rates:	1st segment: 4.75 %	2nd segment: 5.00 %	3rd segment: 5.74 %
			☐ N/A, full yield curve used
b Applicable month (enter code).....			21b 0
22 Weighted average retirement age			22 62
23 Mortality table(s) (see instructions) ☐ Prescribed - combined ☒ Prescribed - separate ☐ Substitute			

Part VI	Miscellaneous Items
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24 Has a change been made in the non-prescribed actuarial assumptions for the current plan year? If "Yes," see instructions regarding required attachment.		☒ Yes ☐ No
25 Has a method change been made for the current plan year? If "Yes," see instructions regarding required attachment.		☐ Yes ☒ No
26 Demographic and benefit information		
a Is the plan required to provide a Schedule of Active Participants? If "Yes," see instructions regarding required attachment.		☒ Yes ☐ No
b Is the plan required to provide a projection of expected benefit payments? If "Yes," see instructions regarding required attachment ...		☒ Yes ☐ No
27 If the plan is subject to alternative funding rules, enter applicable code and see instructions regarding attachment.....		27

Part VII	Reconciliation of Unpaid Minimum Required Contributions For Prior Years
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28 Unpaid minimum required contributions for all prior years	28	0
29 Discounted employer contributions allocated toward unpaid minimum required contributions from prior years (line 19a).....	29	0
30 Remaining amount of unpaid minimum required contributions (line 28 minus line 29)	30	0

Part VIII	Minimum Required Contribution For Current Year
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31 Target normal cost and excess assets (see instructions):			
a Target normal cost (line 6c).....		31a	195936
b Excess assets, if applicable, but not greater than line 31a		31b	0
32 Amortization installments:		Outstanding Balance	Installment
a Net shortfall amortization installment		15144330	1386929
b Waiver amortization installment		0	0
33 If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____) and the waived amount		33	
34 Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33)....		34	1582865
	Carryover balance	Prefunding balance	Total balance
35 Balances elected for use to offset funding requirement	0	1582865	1582865
36 Additional cash requirement (line 34 minus line 35).....		36	0
37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c).....		37	0
38 Present value of excess contributions for current year (see instructions)			
a Total (excess, if any, of line 37 over line 36)		38a	0
b Portion included in line 38a attributable to use of prefunding and funding standard carryover balances		38b	
39 Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37)		39	0
40 Unpaid minimum required contributions for all years		40	0

Part IX	Pension Funding Relief Under the American Rescue Plan Act of 2021 (See Instructions)
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41 If an election was made to use the extended amortization rule for a plan year beginning on or before December 31, 2021, check the box to indicate the first plan year for which the rule applies. ☐ 2019 ☐ 2020 ☒ 2021
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<div>SCHEDULE C</div> <div>(Form 5500)</div> <div>Department of the Treasury Internal Revenue Service</div> <div>Department of Labor Employee Benefits Security Administration</div> <div>Pension Benefit Guaranty Corporation</div>	<div>Service Provider Information</div> <div>This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA).</div> <div>▶ File as an attachment to Form 5500.</div>	OMB No. 1210-0110
		2023
		This Form is Open to Public Inspection.

For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023		
A Name of plan KAO AMERICA INC. PENSION PLAN	B Three-digit plan number (PN) ▶	002
C Plan sponsor's name as shown on line 2a of Form 5500 KAO AMERICA INC.	D Employer Identification Number (EIN) 52-2064483	

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
JOHN HANCOCK RETIREMENT PLAN SVCS
01-0233346

(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)

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

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

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

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

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

Part I Service Provider Information (continued)

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

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	

Part II Service Providers Who Fail or Refuse to Provide Information

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

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

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

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

SCHEDULE 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
		2023
		This Form is Open to Public Inspection

For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023		
A Name of plan KAO AMERICA INC. PENSION PLAN	B Three-digit plan number (PN) ▶	002
C Plan sponsor's name as shown on line 2a of Form 5500 KAO AMERICA INC.		
D Employer Identification Number (EIN) 52-2064483		

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	395744	396372
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)		
(2) Participant contributions	1b(2)		
(3) Other	1b(3)		
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)		
(2) U.S. Government securities	1c(2)		
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)		
(B) All other	1c(3)(B)		
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)		
(B) Common	1c(4)(B)		
(5) Partnership/joint venture interests	1c(5)		
(6) Real estate (other than employer real property)	1c(6)		
(7) Loans (other than to participants)	1c(7)		
(8) Participant loans	1c(8)		
(9) Value of interest in common/collective trusts	1c(9)		
(10) Value of interest in pooled separate accounts	1c(10)		
(11) Value of interest in master trust investment accounts	1c(11)		
(12) Value of interest in 103-12 investment entities	1c(12)		
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)	119815966	123709019
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)		
(15) Other	1c(15)		

1d Employer-related investments:		(a) Beginning of Year	(b) End of Year
(1) Employer securities	1d(1)		
(2) Employer real property	1d(2)		
e Buildings and other property used in plan operation	1e		
f Total assets (add all amounts in lines 1a through 1e)	1f	120211710	124105391
Liabilities			
g Benefit claims payable	1g		
h Operating payables	1h		
i Acquisition indebtedness	1i		
j Other liabilities	1j		
k Total liabilities (add all amounts in lines 1g through 1j)	1k	0	0
Net Assets			
l Net assets (subtract line 1k from line 1f)	1l	120211710	124105391

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)		
(B) Participants	2a(1)(B)		
(C) Others (including rollovers)	2a(1)(C)		
(2) Noncash contributions	2a(2)		
(3) Total contributions. Add lines 2a(1)(A) , (B) , (C) , and line 2a(2)	2a(3)		0
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)		
(B) U.S. Government securities	2b(1)(B)		
(C) Corporate debt instruments	2b(1)(C)		
(D) Loans (other than to participants)	2b(1)(D)		
(E) Participant loans	2b(1)(E)		
(F) Other	2b(1)(F)		
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		0
(2) Dividends: (A) Preferred stock	2b(2)(A)		
(B) Common stock	2b(2)(B)		
(C) Registered investment company shares (e.g. mutual funds)	2b(2)(C)	4118212	
(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)		4118212
(3) Rents	2b(3)		
(4) Net gain (loss) on sale of assets: (A) Aggregate proceeds	2b(4)(A)		
(B) Aggregate carrying amount (see instructions)	2b(4)(B)		
(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result	2b(4)(C)		
(5) Unrealized appreciation (depreciation) of assets: (A) Real estate	2b(5)(A)		
(B) Other	2b(5)(B)		
(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B)	2b(5)(C)		

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts.....	2b(6)		
(7) Net investment gain (loss) from pooled separate accounts.....	2b(7)		
(8) Net investment gain (loss) from master trust investment accounts.....	2b(8)		
(9) Net investment gain (loss) from 103-12 investment entities.....	2b(9)		
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		8246420
c Other income	2c		
d Total income. Add all income amounts in column (b) and enter total	2d		12364632

Expenses

e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	8275015	
(2) To insurance carriers for the provision of benefits.....	2e(2)		
(3) Other	2e(3)		
(4) Total benefit payments. Add lines 2e(1) through (3)	2e(4)		8275015
f Corrective distributions (see instructions)	2f		
g Certain deemed distributions of participant loans (see instructions)	2g		
h Interest expense	2h		
i Administrative expenses:			
(1) Salaries and allowances	2i(1)		
(2) Contract administrator fees.....	2i(2)		
(3) Recordkeeping fees.....	2i(3)		
(4) IQPA audit fees.....	2i(4)		
(5) Investment advisory and investment management fees	2i(5)		
(6) Bank or trust company trustee/custodial fees	2i(6)		
(7) Actuarial fees	2i(7)		
(8) Legal fees	2i(8)		
(9) Valuation/appraisal fees	2i(9)		
(10) Other trustee fees and expenses	2i(10)		
(11) Other expenses	2i(11)	195936	
(12) Total administrative expenses. Add lines 2i(1) through (11)	2i(12)		195936
j Total expenses. Add all expense amounts in column (b) and enter total	2j		8470951

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d	2k		3893681
l Transfers of assets:			
(1) To this plan	2l(1)		
(2) From this plan	2l(2)		

Part III Accountant's Opinion

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

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

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

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

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

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

(1) Name: **CROWE LLP**

(2) EIN: **35-0921680**

d The opinion of an independent qualified public accountant is **not attached** as part of Schedule H because:

(1) ☐ This form is filed for a CCT, PSA, DCG 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. DCGs do not complete lines 4e, 4f, 4k, 4l, and 5, and DCGs generally complete the rest of Part IV collectively for all plans in the DCG, except as otherwise provided (see instructions).

During the plan year:

	Yes	No	Amount
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.)		☒	
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.)		☒	
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.)		☒	
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.)		☒	
e Was this plan covered by a fidelity bond?	☒		5000000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?		☒	
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?		☒	
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?		☒	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	☒		
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.)	☒		
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?		☒	
l Has the plan failed to provide any benefit when due under the plan?		☒	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)			
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.			

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 555653.

<div>SCHEDULE R (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation</div>	<div>Retirement Plan Information</div> <div>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).</div> <div>▶ File as an attachment to Form 5500.</div>	<div>OMB No. 1210-0110</div> <div>2023</div> <div>This Form is Open to Public Inspection.</div>
For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023		
A Name of plan KAO AMERICA INC. PENSION PLAN		B Three-digit plan number (PN) ▶ 002
C Plan sponsor's name as shown on line 2a of Form 5500 KAO AMERICA INC.		D Employer Identification Number (EIN) 52-2064483
Part I	Distributions	
All references to distributions relate only to payments of benefits during the plan year.		
1 Total value of distributions paid in property other than in cash or the forms of property specified in the instructions.....		1 0
2 Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits): EIN(s): 80-0709115		
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 39
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) 2023 v. 230707		

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

13 Enter the following information for each employer that (1) contributed more than 5% of total contributions to the plan during the plan year or (2) was one of the top-ten highest contributors (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
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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) and (b):	
a Enter the percentage of plan assets held as: Public Equity: <u>24.8</u> % Private Equity: <u>0.0</u> % Investment-Grade Debt and Interest Rate Hedging Assets: <u>71.3</u> % High-Yield Debt: <u>1.5</u> % Real Assets: <u>0.0</u> % Cash or Cash Equivalents: <u>1.7</u> % Other: <u>0.7</u> %	
b Provide the average duration of the Investment-Grade Debt and Interest Rate Hedging Assets: ☐ 0-5 years ☒ 5-10 years ☐ 10-15 years ☐ 15 years or more	
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: _____	

Part VII	IRS Compliance Questions
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21a Does the plan satisfy the coverage and nondiscrimination tests of Code sections 410(b) and 401(a)(4) by combining this plan with any other plans under the permissive aggregation rules? ☐ Yes ☒ No	
21b If this is a Code section 401(k) plan, check all boxes that apply to indicate how the plan is intended to satisfy the nondiscrimination requirements for employee deferrals and employer matching contributions (as applicable) under Code sections 401(k)(3) and 401(m)(2).	
☐ Design-based safe harbor method	
☐ "Prior year" ADP test	
☐ "Current year" ADP test	
☒ N/A	
22 If the plan sponsor is an adopter of a pre-approved plan that received a favorable IRS Opinion Letter, enter the date of the Opinion Letter ____/____/____ (MM/DD/YYYY) and the Opinion Letter serial number _____.	

KAO AMERICA INC. PENSION PLAN
Cincinnati, Ohio

FINANCIAL STATEMENTS
December 31, 2023 and 2022

KAO AMERICA INC. PENSION PLAN
Cincinnati, Ohio

FINANCIAL STATEMENTS
December 31, 2023 and 2022

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INDEPENDENT AUDITOR'S REPORT

To the Plan Administrator and Participants of
Kao America Inc. Pension Plan
Cincinnati, Ohio

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

We have performed audits of the financial statements of the Kao America Inc. Pension Plan (the Plan), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) (ERISA Section 103(a)(3)(C) audit). The financial statements comprise the statements of net assets available for benefits as of December 31, 2023 and 2022, and the related statement of changes in net assets available for benefits for the years then ended, and the related notes to the financial statements.

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

Management has obtained certifications from a qualified institution as of December 31, 2023 and 2022, and for the years then ended, stating that the certified investment information, as described in Note 3 to the financial statements, is complete and accurate.

Opinion

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

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

(Continued)

Basis for Opinion

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

Responsibilities of Management for the Financial Statements

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

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

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

Auditor's Responsibilities for the Audit of the Financial Statements

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

In performing an audit in accordance with GAAS, we:

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

(Continued)

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

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

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

Other Matter – Supplemental Schedules Required by ERISA

The supplemental schedules of Schedule H, Line 4i - Schedule of Assets (Held at End of Year) as of December 31, 2023 and Schedule H, Line 4j - Schedule of Reportable Transactions for the year ended December 31, 2023, are presented for purposes of additional analysis and are not a required part of the financial statements but are supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedules, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audits of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS. For information included in the supplemental schedules that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

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

In our opinion

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



Crowe LLP

Oak Brook, Illinois
October 3, 2024

KAO AMERICA INC. PENSION PLAN
STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS
December 31, 2023 and 2022

	<u>2023</u>	<u>2022</u>
ASSETS		
Cash	\$ 396,372	\$ 395,744
Investments, at fair value (Note 3)		
Mutual Funds	<u>123,709,019</u>	<u>119,815,966</u>
NET ASSETS AVAILABLE FOR BENEFITS	<u>\$ 124,105,391</u>	<u>\$ 120,211,710</u>

See accompanying notes to financial statements.

KAO AMERICA INC. PENSION PLAN
STATEMENTS OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS
Years ended December 31, 2023 and 2022

	<u>2023</u>	<u>2022</u>
Additions to net assets attributed to:		
Investment income (Note 3)		
Net appreciation in fair value of investments	\$ 7,861,874	\$ -
Interest and dividend income	<u>4,509,759</u>	<u>4,584,325</u>
Total additions	12,371,633	4,584,325
 Deductions:		
Net depreciation in fair value of investments	-	37,097,264
Benefits paid to directly to participants	8,282,016	9,530,165
Administrative expenses	<u>195,936</u>	<u>187,264</u>
Total deductions	<u>8,477,952</u>	<u>46,814,693</u>
 Net increase (decrease)	3,893,681	(42,230,368)
 Net assets available for benefits		
Beginning of year	<u>120,211,710</u>	<u>162,442,078</u>
 End of year	<u>\$ 124,105,391</u>	<u>\$ 120,211,710</u>

See accompanying notes to financial statements.

KAO AMERICA INC. PENSION PLAN
NOTES TO FINANCIAL STATEMENTS
December 31, 2023 and 2022

NOTE 1 – DESCRIPTION OF PLAN

The following description of the Kao America Inc. Pension Plan (the “Plan”) is provided for general information purposes only. Participants should refer to the Plan Agreement for a more complete description of the Plan’s provisions.

General: The Plan is a noncontributory defined benefit plan and provides for retirement, death, and disability benefits for all eligible employees of Kao America, Inc. and affiliated employers (the “Company”) that have adopted the Plan. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA).

Eligible employees generally include all full-time and part-time employees of the Company and certain affiliated companies that have adopted the Plan who are credited with one year of service and who have attained age 21. Affiliated companies that were participating in the Plan on January 1, 2012 included Kao Brands Company (formerly The Andrew Jergens Company), Kao Professional Salon Services, Inc., KMS Global Marketing LLC, Kao Specialties Americas LLC, Oak Brook Enterprises, Inc. and High Point Textile Auxiliaries LLC. Effective as of January 3, 2012, three of the participating affiliated companies (Kao Brands Company, Kao Professional Salon Services, Inc. and KMS Global Marketing LLC) were consolidated into a new entity named Kao USA Inc. Currently, affiliated companies participating in the Plan are Kao USA Inc., Kao Specialties America LLC, Oak Brook Enterprises, Inc., and High Point Textile Auxiliaries LLC. Participants remain eligible as long as they have not experienced a separation from service. Effective January 1, 2019 the Plan was amended to freeze eligibility for employees hired by the Company on or after August 1, 2019. Effective January 1, 2021 the Plan was frozen to new participants.

Contributions: Contributions from Kao America, Inc. (the “plan sponsor”) are subject to Internal Revenue Service (IRS) limitations and are based upon actuarial calculations of normal cost.

Plan Benefits: The Plan includes a cash balance formula whereby vested participants will be entitled to a retirement benefit amount, payable for 10 years, and thereafter, for the participant’s life that is equal to the actuarial equivalent of the balance of the participant’s cash balance account as of the end of the month before the annuity start date.

The cash balance account is equal to the sum of (a) initial cash balance account as calculated as of January 1, 2001, (b) a contribution credit at each subsequent December 31 equal to 4% of the participant’s compensation for the Plan year, and (c) an interest credit at each subsequent December 31 calculated using an annual interest rate on 30-year Treasury securities for the November preceding the Plan year. The annual interest rate is 3.99% and 1.94% as of December 31, 2023 and 2022, respectively. Effective January 1, 2021 the Plan was frozen and no additional contribution credits will be made for Plan years beginning on or after that date.

However, in order to protect employees enrolled in the Plan prior to January 1, 2001, certain participants will have their accrued benefits calculated under two alternatives. Upon termination or retirement, vested employees who were employed as of December 31, 2000, and were at least 40 years of age on December 31, 2001, may choose between the cash balance benefit and the “Grandfather Benefit” as described below.

The “Grandfather Benefit” calculated under the formula in effect prior to the cash balance amendment is equal to the benefit percentage (1% for each year of credited service up to a maximum of 35) times the final average pay (average of annual pay for the five highest consecutive years in last 10 years).

(Continued)

KAO AMERICA INC. PENSION PLAN
NOTES TO FINANCIAL STATEMENTS
December 31, 2023 and 2022

NOTE 1 – DESCRIPTION OF PLAN (Continued)

Effective March 31, 2009, the Plan was amended to freeze the “Grandfather Benefit” and eliminate the option for grandfathered participants to choose between the cash balance benefit and “Grandfather Benefit”. The amended formula is the greater of the cash balance benefit and “Grandfather Benefit” as of March 31, 2009, plus future accruals under the cash balance formula after March 31, 2009.

The Plan permits early retirement at ages 55 to 64 as long as an employee has 10 years of credited service. If employees terminate before rendering three years of vesting service, they forfeit the right to future retirement income unless they are reemployed and subsequently credited with three years of vesting service. Employees may elect to receive the portion of their accumulated plan benefits under one of the following options: (a) Life with Ten-Year Certain Option, (b) Joint and Survivor Annuity with 50% continuation, with 75% continuation or with 100% continuation, and (c) Life Annuity. Employees may also elect a lump-sum payment under the cash balance formula.

Effective September 1, 2020, the Plan was amended to freeze benefit accruals effective January 1, 2021.

Death and Disability Benefits: If an active employee credited with at least three years of vesting service dies, a death benefit will be paid to the employee’s spouse or beneficiary. A spouse receives a lifetime monthly benefit equal to 50% of the benefit that would have been received under the Joint and Survivor Annuity with 50% continuation method, unless the employee elected the Life with Ten-Year Certain Option. A beneficiary receives a benefit equal to the amount due under the Life with Ten-Year Certain Option. Under the Qualified Optional Survivor Annuity, a participant can elect an annuity payable monthly during his/her lifetime with a further annuity payable to his/her spouse or other designated beneficiary for the life of such spouse or beneficiary in an amount equal to 75% of the amount payable to the participant. Active employees who become totally disabled and qualify for disability benefits under the Company’s provided disability plan prior to December 31, 2003, and do not return to work prior to their retirement date will be entitled to a pension benefit starting on the normal retirement date. The monthly benefit will be the larger of the normal retirement benefit based on final average pay and disability service or the benefit calculated as if the employee terminated on the last day of active employment. For vested participants who terminate on account of disability on or after January 1, 2004, the participant will be entitled to a normal, early, or vested deferred retirement benefit as provided under the Plan.

Funding: The Company contributes amounts that it considers necessary to provide assets sufficient to meet the benefits to be paid. The Company’s contributions for 2023 and 2022 met the minimum funding requirements of ERISA.

Administration: Certain administrative functions are performed by officers or employees of the Company. No such officer or employee receives compensation from the Plan. Certain administrative expenses are paid through the Plan. Investment management fees and operating expenses charged to the Plan for investments in mutual funds are deducted from income earned on a daily basis and are not separately reflected. Consequently, management fees and operating expenses are reflected as a reduction of investment return for such investments.

(Continued)

NOTE 2 – SUMMARY OF ACCOUNTING POLICIES

Basis of Accounting: The financial statements of the Plan are prepared under the accrual basis of accounting.

Estimates: The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect certain reported amounts and disclosures, and actual results may differ from those estimates. It is at least reasonably possible that a significant change may occur in the near term for the estimate of the actuarial present value of accumulated plan benefits.

Payment of Benefits: Benefits payments to participants are recorded when paid.

Investment Valuation and Income Recognition: The Plan's investments are reported at fair value. Purchases and sales of securities are recorded on a trade-date basis. Interest is recorded when earned. Dividends are recorded on the ex-dividend date. Net appreciation (depreciation) includes the plan's gains and losses on investments bought and sold as well as held during the year.

Fair value is the price that would be received by the Plan for an asset or paid by the Plan to transfer a liability (an exit price) in an orderly transaction between market participants on the measurement date in the Plan's principal or most advantageous market for the asset or liability. Fair value measurements are determined by maximizing the use of observable inputs and minimizing the use of unobservable inputs. The hierarchy places the highest priority on unadjusted quoted market prices in active markets for identical assets or liabilities (level 1 measurements) and gives the lowest priority to unobservable inputs (level 3 measurements). The three levels of inputs within the fair value hierarchy are defined as follows:

Level 1: Quoted prices (unadjusted) for identical assets or liabilities in active markets that the Plan has the ability to access as of the measurement date.

Level 2: Significant other observable inputs other than level 1 prices such as quoted prices for similar assets or liabilities; quoted prices in markets that are not active; or other inputs that are observable or can be corroborated by observable market data.

Level 3: Significant unobservable inputs that reflect the Plan's own assumptions about the assumptions that market participants would use in pricing an asset or liability.

In some cases, a valuation technique used to measure fair value may include inputs from multiple levels of the fair value hierarchy. The lowest level of significant input determines the placement of the entire fair value measurement in the hierarchy.

The following descriptions of the valuation methods and assumptions used by the Plan to estimate the fair values of investments apply to investments held directly by the Plan.

Mutual funds: The fair values of mutual funds are determined by obtaining quoted prices on nationally recognized securities exchanges (level 1 inputs).

The methods described above may produce a fair value calculation that may not be indicative of net realizable value or reflective of future fair values. Furthermore, while 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.

(Continued)

KAO AMERICA INC. PENSION PLAN
NOTES TO FINANCIAL STATEMENTS
December 31, 2023 and 2022

NOTE 2 – SUMMARY OF ACCOUNTING POLICIES (Continued)

Investments measured at fair value on a recurring basis are summarized below:

	Fair Value Measurements at December 31, 2023 Using Quoted Prices in Active Markets for Identical Assets (Level 1)	Fair Value Measurements at December 31, 2022 Using Quoted Prices in Active Markets for Identical Assets (Level 1)
Investments		
Mutual funds	\$ 123,709,019	\$ 119,815,966

Risks and Uncertainties: Investments are exposed to various risks such as interest rate, market, liquidity, and credit risks. Market risks include risks associated with ongoing global events. Due to the level of risk associated with certain investments and the sensitivity of certain fair value estimates to changes in valuation assumptions, it is at least reasonably possible that changes in the values of investments will occur in the near term and that such changes could materially affect the amounts reported in the statement of net assets available for benefits.

Plan contributions are made and the actuarial present value of accumulated plan benefits are reported based on certain assumptions pertaining to interest rates, inflation rates and employee demographics, all of which are subject to change. Due to uncertainties inherent in the estimations and assumptions process, it is at least reasonably possible that changes in these estimates and assumptions in the near term would be material to the financial statements.

NOTE 3 – INVESTMENTS - CERTIFIED INFORMATION

Certain information related to investments disclosed in the accompanying financial statements and ERISA-required supplemental schedules, including investments held as of December 31, 2023 and 2022, net appreciation (depreciation) in fair value of investments, interest and dividends for the years then ended, was obtained by management and agreed to or derived from information certified as complete and accurate by John Hancock Trust Company LLC (the Trustee of the Plan).

NOTE 4 – ACTUARIAL PRESENT VALUE OF ACCUMULATED PLAN BENEFITS

Accumulated plan benefits are estimated future periodic payments attributable under the Plan's provisions to services rendered by participants to the valuation date. Accumulated plan benefits include benefits expected to be paid to (a) retired or terminated employees with vested rights or their beneficiaries, (b) beneficiaries of participants who have deceased, and (c) present active employees or their beneficiaries. Benefits payable under all circumstances (i.e. retirement, disability and termination of employment) are included to the extent they are deemed attributable to employee services rendered as of the valuation date.

The actuarial present value of accumulated plan benefits is determined by an independent actuary and is that amount that results from applying actuarial assumptions to adjust the accumulated plan benefits to reflect the time value of money (through discounts for interest) and the probability of payment (by means of decrements such as for death, disability, withdrawal, or retirement) between the valuation date and the expected date of payment.

(Continued)

KAO AMERICA INC. PENSION PLAN
NOTES TO FINANCIAL STATEMENTS
December 31, 2023 and 2022

NOTE 4 – ACTUARIAL PRESENT VALUE OF ACCUMULATED PLAN BENEFITS (Continued)

The significant actuarial assumptions used in the valuation as of December 31, 2022 were as follows:

Mortality	Pri-2012 with full projection using the MP-2021 projection scale
Retirement age	A scale of estimated retirements from age 55 to 70
Investment return on assets	6.40%
Cash balance crediting rate	1.94%

The foregoing actuarial assumptions are based on the presumption that the Plan will continue. If the Plan were to terminate, different actuarial assumptions and other factors might be applicable in determining the actuarial present value of accumulated plan benefits.

The actuarial present value of accumulated plan benefits as of December 31, 2022 is as follows:

Actuarial present value of accumulated plan benefits:	
Vested benefits:	
Participants and beneficiaries currently receiving payments	\$ 44,497,381
Other benefits	<u>50,382,370</u>
	94,879,751
Nonvested benefits	<u>538,078</u>
Total actuarial present value of accumulated plan benefits	<u>\$ 95,417,829</u>

The changes in actuarial present value of accumulated plan benefits for the year ended December 31, 2022 is as follows:

Actuarial present value of accumulated plan benefits – December 31, 2021	\$ 104,629,469
Increase (decrease) during the year attributable to:	
Benefits paid	(9,530,165)
Interest due to decrease in discount period	5,104,726
Assumption changes*	(5,468,495)
Benefits accumulated net of actuarial experience	<u>682,294</u>
Actuarial present value of accumulated plan benefits – December 31, 2022	<u>\$ 95,417,829</u>

* The actuarial assumption changes are related to an increase of the discount rate from 4.90% at December 31, 2021 to 6.40% at December 31, 2022.

(Continued)

NOTE 5 – PLAN TERMINATION

Although it has not expressed any intention to do so, the Company has the right under the Plan to discontinue its contributions at any time and to terminate the Plan subject to the provisions of ERISA and its related regulations. In the event the Plan terminates, the net assets of the Plan will be allocated, as prescribed by ERISA and its related regulations.

Certain benefits under the Plan are insured by the Pension Benefit Guaranty Corporation (“PBGC”) if the Plan terminates. Generally, the PBGC guarantees most vested normal age retirement benefits, early retirement benefits, and certain disability and survivor’s pension. However, the PBGC does not guarantee all types of benefits under the Plan, and the amount of benefit protection is subject to certain limitations.

Whether all participants receive their benefits should the Plan terminate at some future time will depend on the sufficiency, at that time, of the Plan’s net assets to provide for accumulated benefit obligations and may also depend on the financial condition of the Plan sponsor and the level of benefits guaranteed by the PBGC.

NOTE 6 - TAX STATUS

The IRS has determined and informed the Company by a letter dated May 5, 2014, that the Plan and related trust were designed in accordance with the applicable regulations of the IRC. Although the Plan has been amended since receiving the determination letter, Plan management believes that the Plan is designed and being operated in compliance with the applicable requirements of the IRC. Therefore, they believe that the Plan was qualified and the related trust was tax-exempt as of the financial statement date.

The Plan administrator has analyzed the tax positions taken by the Plan, and has concluded that as of December 31, 2023 and 2022, there are no uncertain positions taken or expected to be taken that would require recognition of a liability (or asset) or disclosure in the financial statements. The Plan is subject to routine audits by the IRS or Department of Labor; however, there are currently no audits for any tax periods in progress. The plan administrator believes it is no longer subject to income tax examinations for years prior to 2020.

NOTE 7 - PARTY-IN-INTEREST TRANSACTIONS

Parties-in-interest are defined under Department of Labor regulations as any fiduciary of the Plan, any party rendering service to the Plan, the employer, and certain others. Administrative fees paid by the Plan also qualify as party-in-interest transactions.

NOTE 8 - SUBSEQUENT EVENTS

Plan management has evaluated subsequent events for recognition and disclosure through October 3, 2024, which is the date the financial statements were available to be issued.

Effective September 16, 2024, the Company’s Board of Directors approved commencing action to terminate the Plan effective December 31, 2024.

SUPPLEMENTAL SCHEDULES

KAO AMERICA INC. PENSION PLAN
SCHEDULE H, LINE 4i – SCHEDULE OF ASSETS (HELD AT END OF YEAR)
December 31, 2023

Name of Plan Sponsor:	<u>Kao America, Inc.</u>
Employer Identification Number:	<u>25-0472020</u>
Three-Digit Plan Number:	<u>001</u>

(a)	(b) Identity of Issue Borrower, Lessor, or Similar Party	(c) Description of Investment	(d) Cost	(e) Current Value
<u>Mutual Funds</u>				
American Funds		EuroPacific Growth R4	\$ 7,381,152	\$ 8,561,580
PIMCO		PIMCO All Asset Institutional	7,275,330	6,663,611
PIMCO		PIMCO Long-Term Credit Bond Institutional	46,913,871	35,021,974
PIMCO		PIMCO Government Money Market Fund Admin	93	93
Vanguard		Vanguard Institutional Index	9,025,860	15,499,566
Vanguard		Vanguard External Market Index Institutional	3,650,504	6,165,069
Vanguard		Vanguard Intermediate-Term Treasury Index Admiral	14,419,995	12,750,541
Vanguard		Vanguard Intermediate-Term Investment-Grade Admiral	21,357,910	19,629,180
Vanguard		Vanguard Long-Term Treasury Index Admiral	20,864,578	15,533,220
Vanguard		Vanguard Short-Term Treasury Index Admiral	<u>4,091,380</u>	<u>3,884,185</u>
TOTAL			<u>\$ 134,980,673</u>	<u>\$ 123,709,019</u>

See Independent Auditor's Report.

KAO AMERICA INC. PENSION PLAN
SCHEDULE H, LINE 4j – SCHEDULE REPORTABLE TRANSACTIONS
Year ended December 31, 2023

Name of Plan Sponsor:	Kao America, Inc.
Employer Identification Number:	25-0472020
Three-Digit Plan Number:	001

(a) Identify of Party Involved	(b) Description of Asset	(c) Purchase Price	(d) Selling Price	(e) Lease Rental	(f) Expense Incurred with Transaction	(g) Cost of Asset	(h) Current Value of Assets on Transaction Date	(i) Net Gain or (Loss)
Category (iii): A series of transactions with the same security in excess of 5% of the current value of Plan assets:								
Vanguard	Vanguard Intermediate-Term Investment-Grade Admiral	\$ 930,366	\$ -	\$ -	\$ -	\$ 930,366	\$ 930,366	\$ -
		-	8,471,662	-	-	9,586,624	8,471,662	(1,114,962)

See Independent Auditor's Report.

Schedule SB, line 26 — Schedule of Active Participant Data

Attained age	Years of credited service										
	Under 1	1–4	5–9	10–14	15–19	20–24	25–29	30–34	35–39	40 & up	Total
Under 25		1									1
25–29		12	10								22
30–34		20	32	4							56
35–39		9	27	21	5						62
40–44		11	29	32	28	9					109
45–49		10	20	18	22	14	4				88
50–54		5	27	19	22	12	8	5			98
55–59		6	11	22	23	9	11	12	14		108
60–64		4	16	15	7	11	5	10	6	3	77
65–69			4	2	5	6	1	2	1	1	22
70 & up						1		1		1	3
Total		78	176	133	112	62	29	30	21	5	646

Each cell shows the count of active participants for each age/service combination. Average pay and cash balance accounts are not shown for plans with less than 1,000 active participants.

Schedule SB, Part V — Statement of Actuarial Assumptions/Methods**Actuarial Assumptions for January 1, 2023 Funding Valuation****Discount Rate Sponsor Elections**

• Segment rates or full yield curve	Segment	
• Look-back months	0	
	<u>Stabilized</u>	<u>Non-stabilized</u>
• First 5 years	4.75%	2.13%
• Next 15 years	5.00%	3.62%
• Over 20 years	5.74%	3.93%

Mortality sponsor elections

• Healthy participants	Section 430(h)(3) prescribed separate static annuitant and non-annuitant mortality tables. These tables are based on RP2014 mortality tables with improvements beyond 2006 removed with static mortality improvement based on the IRS methodology and projection scale MP-2021.
• Disabled participants	Same as healthy participants.

417(e) lump sums

Liabilities are determined based on the underlying annuity used by the plan to determine the lump sum amount, rather than valuing the lump sum payment. This annuity is valued based on funding interest rates rather than 417(e) rates and reflects current year 417(e) unisex mortality.

Cash balance plans

• Interest accumulation rate	3.99%
• Whipsaw calculations	No
• Annuity conversion	
— Mortality table	1994 Group Annuity Reserving Unisex Mortality table
— Interest rate basis	3.99%

Other economic assumptions

• Salary increases	Not applicable
• Flat-dollar benefit increases	Not applicable
• Social Security taxable wage base increases	Not applicable
• Expected investment return	5.12% per year for 2023, 3.68% per year for 2022
• Expenses	\$195,936

Schedule SB, Part V — Statement of Actuarial Assumptions/Methods**Rationale for Economic Assumptions**

- **Cash balance interest accumulation rate** – The interest rate is based on the currently applicable 30-year US Treasury bond rate.
- **Expected investment return for funding** – The expected investment return is based on the median (50th percentile) simulated investment return using forward looking capital market assumptions published in Mercer Investment Consulting's Capital Markets Outlook for the plan's target asset allocation. The expected investment return assumes a passive portfolio with no alpha and a 0.10% investment load representative of passive investments.
- **Expenses** – Expenses are based on the anticipated PBGC premiums.

Demographic Assumptions

• Withdrawal	See table of sample rates.	
• Disability incidence	See table of sample rates.	
• Retirement age for retirement eligible participants	Attained age	Rate
	Under 55	0%
	55	15%
	56-61	7%
	62-64	15%
	65-69	30%
	70 and above	100%
• Benefit commencement age for non-retirement eligible participants	Immediate commencement for terminating active employees. Age 65 for vested terminated employees that did not take immediate lump sum.	
• Spouse assumptions	<u>Male participants</u>	<u>Female participants</u>
— Percentage married	80%	80%
— Spouse age difference	3 years younger	3 years older

Schedule SB, Part V — Statement of Actuarial Assumptions/Methods

Form of payment (Pension Plan) — Males/Females	<u>Lump sum</u>	<u>Single life</u>	<u>Life with 10years</u>	<u>100% J&S</u>	<u>50% J&S</u>
• Active retirements	50%	15%	10%	15%	10%
• Vested deferred, non-retirement eligible	100%	0%	0%	0%	0%
• Future disabilities	100%	0%	0%	0%	0%
• Future deaths (Married participants)	0%	0%	0%	0%	100%
• Future deaths (Unmarried participants)	0%	0%	100%	0%	0%
• Vested deferred, retirement eligible	25%	30%	15%	15%	15%

Unpredictable contingent event assumptions	None
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Table of Sample Rates

Attained Age	Percentage	Disability Incidence	
	Withdrawal	Male	Female
20	17.757%	0.030%	0.030%
25	17.757%	0.030%	0.030%
30	11.157%	0.030%	0.040%
35	8.978%	0.040%	0.070%
40	7.094%	0.080%	0.130%
45	5.139%	0.160%	0.240%
50	3.041%	0.330%	0.400%
55	0.507%	0.690%	0.640%
60	0.000%	1.150%	0.900%
65	0.000%	0.000%	0.000%

Rationale for Demographic Assumptions

- **Withdrawal** – Termination rates were developed based on an experience study conducted in 2017 based on data from January 1, 2013 to January 1, 2017 and the expectation that future patterns will not differ significantly from the period studied.

Schedule SB, Part V — Statement of Actuarial Assumptions/Methods

- **Disability incidence** – Relied on prior actuary best estimates. There has not been sufficient experience to reevaluate the assumption at this time.
- **Retirement age** – Retirement rates were developed based on an experience study conducted in 2017 based on data from January 1, 2013 to January 1, 2017 and the expectation that future patterns will not differ significantly from the period studied.
- **Benefit commencement age** – Benefit commencement age is based on an experience study conducted in 2017 based on data from January 1, 2013 to January 1, 2017 and the expectation that future patterns will not differ significantly from the period studied.
- **Spouse assumptions** – Relied on prior actuary best estimates.
- **Form of payment** – The form of payment elections were developed based on an experience study conducted in 2017 based on data for the Pension Plan from January 1, 2012 to January 1, 2017 and the expectation that future patterns will not differ significantly from the period studied.

Actuarial Methods for Funding

Asset Methods

The asset valuation method is an average of the adjusted market value for each year during the last 2 years preceding the valuation date. The adjusted market value is the market value at each determination date adjusted to the valuation date based on actual cash flows and expected interest at the lesser of the expected rate of return and the third segment rate. This amount is adjusted to be no greater than 110% and no less than 90% of the fair market value, as defined in IRC Section 430.

A characteristic of this asset method is that, over time, it is slightly more likely to produce an actuarial value of assets that is less than the market value of assets than an actuarial value that is greater than the market value.

Participant Methods

Participants or former participants are included or excluded from the valuation as described below:

- **Participants included:** The plan sponsor provides us with data on all employees as of the valuation date, but only those employees who have completed the plan's eligibility requirements are included in the valuation of liabilities.
- **Participants excluded:** No actuarial liability is included for nonvested participants who terminated prior to the valuation date. For this purpose, participants with a break in service on the valuation date are treated as terminated participants.
- **Insurance contracts:** The plan does not have any insurance contracts.

Minimum Funding Methods

The funding target for minimum funding calculations is computed using the traditional unit credit method of funding. The objective under this method is to fund each participant's benefits under the plan as they accrue. Thus, the total pension to which each participant is expected to become entitled at retirement is broken down into units, each associated with a year of past or future credited service.

Schedule SB, Part V — Statement of Actuarial Assumptions/Methods

A detailed description of the calculation follows:

- The plan's valuation date is the beginning of the plan year.
- An individual's **funding target** is the present value of future benefits based on credited service and average pay as of the beginning of the plan year, and an individual's **target normal cost** is the present value of the benefit expected to accrue in the plan year. If multiple decrements are used, the funding target and the target normal cost for an individual are the sum of the component funding targets and target normal costs associated with the various anticipated separation dates.
- The plan's **target normal cost** is the sum of the individual target normal costs, and the plan's **funding target** is the sum of the individual funding targets for all participants under the plan.

5% Transactions

Activity for reporting period: 01/01/2023 to 12/31/2023

Asset Name: Vanguard I-T Inv Grade Adml		CUSIP: 922031810	Ticker: VFIDX	
Transaction	Transaction Dollar Amount	Shares Transacted	Cost	Realized Gain / Loss
52 Series - Sell	(\$8,411,090.48)	(1,005,079.288)	(\$9,515,992.09)	(\$1,104,901.61)

SCHEDULE SB (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Single-Employer Defined Benefit Plan Actuarial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500 or 5500-SF.	OMB No. 1210-0110 2023 This Form is Open to Public Inspection
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For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023

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

A Name of plan KAO AMERICA INC. PENSION PLAN	B Three-digit plan number (PN) ▶ 002
C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF KAO AMERICA INC.	D Employer Identification Number (EIN) 52-2064483
E Type of plan: ☒ Single ☐ Multiple-A ☐ Multiple-B	F Prior year plan size: ☐ 100 or fewer ☐ 101-500 ☒ More than 500

Part I Basic Information			
1 Enter the valuation date: Month 01 Day 01 Year 2023			
2 Assets:			
a Market value.....	2a	120,211,710	
b Actuarial value	2b	132,232,881	
3 Funding target/participant count breakdown	(1) Number of participants	(2) Vested Funding Target	(3) Total Funding Target
a For retired participants and beneficiaries receiving payment	627	49,353,337	49,353,337
b For terminated vested participants.....	774	23,277,467	23,277,467
c For active participants.....	646	33,350,106	33,897,503
d Total	2,047	105,980,910	106,528,307
4 If the plan is in at-risk status, check the box and complete lines (a) and (b)..... ☐			
a Funding target disregarding prescribed at-risk assumptions	4a		
b Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor	4b		
5 Effective interest rate.....	5	5.25%	
6 Target normal cost			
a Present value of current plan year accruals.....	6a	0	
b Expected plan-related expenses	6b	195,936	
c Target normal cost.....	6c	195,936	

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

SIGN HERE	Jasen C Dashner	9/24/2024
Signature of actuary		Date
JASEN DASHNER		2308408
Type or print name of actuary		Most recent enrollment number
MERCER		614-227-5528
Firm name		Telephone number (including area code)
325 JOHN H. MCCONNELL BLVD, STE 350		
COLUMBUS OH 43215		
Address of the firm		

Part V Assumptions Used to Determine Funding Target and Target Normal Cost

21 Discount rate:				
a Segment rates:	1st segment: 4.75 %	2nd segment: 5.00 %	3rd segment: 5.74 %	☐ N/A, full yield curve used
b Applicable month (enter code).....				21b 0
22 Weighted average retirement age				22 62
23 Mortality table(s) (see instructions) ☐ Prescribed - combined ☒ Prescribed - separate ☐ Substitute				

Part VI Miscellaneous Items

24 Has a change been made in the non-prescribed actuarial assumptions for the current plan year? If "Yes," see instructions regarding required attachment.	☒ Yes ☐ No
25 Has a method change been made for the current plan year? If "Yes," see instructions regarding required attachment	☐ Yes ☒ No
26 Demographic and benefit information	
a Is the plan required to provide a Schedule of Active Participants? If "Yes," see instructions regarding required attachment.	☒ Yes ☐ No
b Is the plan required to provide a projection of expected benefit payments? If "Yes," see instructions regarding required attachment ...	☒ Yes ☐ No
27 If the plan is subject to alternative funding rules, enter applicable code and see instructions regarding attachment	27

Part VII Reconciliation of Unpaid Minimum Required Contributions For Prior Years

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

Part VIII Minimum Required Contribution For Current Year

31 Target normal cost and excess assets (see instructions):			
a Target normal cost (line 6c).....	31a	195,936	
b Excess assets, if applicable, but not greater than line 31a	31b	0	
32 Amortization installments:	Outstanding Balance	Installment	
a Net shortfall amortization installment	15,144,330	1,386,929	
b Waiver amortization installment	0	0	
33 If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____) and the waived amount	33		
34 Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33)....	34	1,582,865	
	Carryover balance	Prefunding balance	Total balance
35 Balances elected for use to offset funding requirement.....	0	1,582,865	1,582,865
36 Additional cash requirement (line 34 minus line 35)	36	0	
37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c)	37	0	
38 Present value of excess contributions for current year (see instructions)			
a Total (excess, if any, of line 37 over line 36)	38a	0	
b Portion included in line 38a attributable to use of prefunding and funding standard carryover balances	38b		
39 Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37)	39	0	
40 Unpaid minimum required contributions for all years	40	0	

Part IX Pension Funding Relief Under the American Rescue Plan Act of 2021 (See Instructions)

41 If an election was made to use the extended amortization rule for a plan year beginning on or before December 31, 2021, check the box to indicate the first plan year for which the rule applies. ☐ 2019 ☐ 2020 ☒ 2021
--

Schedule SB, line 22 — Description of Weighted Average Retirement Age

Each employee is assumed to retire in accordance with the table of retirement rates. The proportion of employees expected to retire at each potential retirement age is shown below. The average retirement age is 62.

(A) Retirement age	(B) Retirement percent	(C) Lx	(D) Number of employees expected to retire (B) x (C)	(E) (A) x (D)
55	15.0%	10,000.00	1,500.00	82,500
56	7.0%	8,500.00	595.00	33,320
57	7.0%	7,905.00	553.35	31,541
58	7.0%	7,351.65	514.62	29,848
59	7.0%	6,837.03	478.59	28,237
60	2.0%	6,358.44	445.09	26,705
61	7.0%	5,913.35	413.93	25,250
62	15.0%	5,499.42	824.91	51,144
63	15.0%	4,674.51	701.18	44,174
64	15.0%	3,973.33	596.00	38,144
65	30.0%	3,377.33	1,013.20	65,858
66	30.0%	2,364.13	709.24	46,810
67	30.0%	1,654.89	496.47	33,263
68	30.0%	1,158.42	347.53	23,632
69	30.0%	810.89	243.27	16,786
70	100.0%	567.63	567.63	39,734
Total			10,000.00	616,946
Average				61.69

Schedule SB, Part V — Statement of Actuarial Assumptions/Methods**Actuarial Assumptions for January 1, 2023 Funding Valuation****Discount Rate Sponsor Elections**

• Segment rates or full yield curve	Segment	
• Look-back months	0	
	<u>Stabilized</u>	<u>Non-stabilized</u>
• First 5 years	4.75%	2.13%
• Next 15 years	5.00%	3.62%
• Over 20 years	5.74%	3.93%

Mortality sponsor elections

• Healthy participants	Section 430(h)(3) prescribed separate static annuitant and non-annuitant mortality tables. These tables are based on RP2014 mortality tables with improvements beyond 2006 removed with static mortality improvement based on the IRS methodology and projection scale MP-2021.
• Disabled participants	Same as healthy participants.
417(e) lump sums	Liabilities are determined based on the underlying annuity used by the plan to determine the lump sum amount, rather than valuing the lump sum payment. This annuity is valued based on funding interest rates rather than 417(e) rates and reflects current year 417(e) unisex mortality.

Cash balance plans

• Interest accumulation rate	3.99%
• Whipsaw calculations	No
• Annuity conversion	
— Mortality table	1994 Group Annuity Reserving Unisex Mortality table
— Interest rate basis	3.99%

Other economic assumptions

• Salary increases	Not applicable
• Flat-dollar benefit increases	Not applicable
• Social Security taxable wage base increases	Not applicable
• Expected investment return	5.12% per year for 2023, 3.68% per year for 2022
• Expenses	\$195,936

Schedule SB, Part V — Statement of Actuarial Assumptions/Methods**Rationale for Economic Assumptions**

- **Cash balance interest accumulation rate** – The interest rate is based on the currently applicable 30-year US Treasury bond rate.
- **Expected investment return for funding** – The expected investment return is based on the median (50th percentile) simulated investment return using forward looking capital market assumptions published in Mercer Investment Consulting's Capital Markets Outlook for the plan's target asset allocation. The expected investment return assumes a passive portfolio with no alpha and a 0.10% investment load representative of passive investments.
- **Expenses** – Expenses are based on the anticipated PBGC premiums.

Demographic Assumptions

• Withdrawal	See table of sample rates.	
• Disability incidence	See table of sample rates.	
• Retirement age for retirement eligible participants	Attained age	Rate
	Under 55	0%
	55	15%
	56-61	7%
	62-64	15%
	65-69	30%
	70 and above	100%
• Benefit commencement age for non-retirement eligible participants	Immediate commencement for terminating active employees. Age 65 for vested terminated employees that did not take immediate lump sum.	
• Spouse assumptions	<u>Male participants</u>	<u>Female participants</u>
— Percentage married	80%	80%
— Spouse age difference	3 years younger	3 years older

Schedule SB, Part V — Statement of Actuarial Assumptions/Methods

Form of payment (Pension Plan) — Males/Females	<u>Lump sum</u>	<u>Single life</u>	<u>Life with 10years</u>	<u>100% J&S</u>	<u>50% J&S</u>
• Active retirements	50%	15%	10%	15%	10%
• Vested deferred, non-retirement eligible	100%	0%	0%	0%	0%
• Future disabilities	100%	0%	0%	0%	0%
• Future deaths (Married participants)	0%	0%	0%	0%	100%
• Future deaths (Unmarried participants)	0%	0%	100%	0%	0%
• Vested deferred, retirement eligible	25%	30%	15%	15%	15%

Unpredictable contingent event assumptions	None
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Table of Sample Rates

Attained Age	Percentage	Disability Incidence	
	Withdrawal	Male	Female
20	17.757%	0.030%	0.030%
25	17.757%	0.030%	0.030%
30	11.157%	0.030%	0.040%
35	8.978%	0.040%	0.070%
40	7.094%	0.080%	0.130%
45	5.139%	0.160%	0.240%
50	3.041%	0.330%	0.400%
55	0.507%	0.690%	0.640%
60	0.000%	1.150%	0.900%
65	0.000%	0.000%	0.000%

Rationale for Demographic Assumptions

- **Withdrawal** – Termination rates were developed based on an experience study conducted in 2017 based on data from January 1, 2013 to January 1, 2017 and the expectation that future patterns will not differ significantly from the period studied.

Schedule SB, Part V — Statement of Actuarial Assumptions/Methods

- **Disability incidence** – Relied on prior actuary best estimates. There has not been sufficient experience to reevaluate the assumption at this time.
- **Retirement age** – Retirement rates were developed based on an experience study conducted in 2017 based on data from January 1, 2013 to January 1, 2017 and the expectation that future patterns will not differ significantly from the period studied.
- **Benefit commencement age** – Benefit commencement age is based on an experience study conducted in 2017 based on data from January 1, 2013 to January 1, 2017 and the expectation that future patterns will not differ significantly from the period studied.
- **Spouse assumptions** – Relied on prior actuary best estimates.
- **Form of payment** – The form of payment elections were developed based on an experience study conducted in 2017 based on data for the Pension Plan from January 1, 2012 to January 1, 2017 and the expectation that future patterns will not differ significantly from the period studied.

Actuarial Methods for Funding**Asset Methods**

The asset valuation method is an average of the adjusted market value for each year during the last 2 years preceding the valuation date. The adjusted market value is the market value at each determination date adjusted to the valuation date based on actual cash flows and expected interest at the lesser of the expected rate of return and the third segment rate. This amount is adjusted to be no greater than 110% and no less than 90% of the fair market value, as defined in IRC Section 430.

A characteristic of this asset method is that, over time, it is slightly more likely to produce an actuarial value of assets that is less than the market value of assets than an actuarial value that is greater than the market value.

Participant Methods

Participants or former participants are included or excluded from the valuation as described below:

- **Participants included:** The plan sponsor provides us with data on all employees as of the valuation date, but only those employees who have completed the plan's eligibility requirements are included in the valuation of liabilities.
- **Participants excluded:** No actuarial liability is included for nonvested participants who terminated prior to the valuation date. For this purpose, participants with a break in service on the valuation date are treated as terminated participants.
- **Insurance contracts:** The plan does not have any insurance contracts.

Minimum Funding Methods

The funding target for minimum funding calculations is computed using the traditional unit credit method of funding. The objective under this method is to fund each participant's benefits under the plan as they accrue. Thus, the total pension to which each participant is expected to become entitled at retirement is broken down into units, each associated with a year of past or future credited service.

Schedule SB, Part V — Statement of Actuarial Assumptions/Methods

A detailed description of the calculation follows:

- The plan's valuation date is the beginning of the plan year.
- An individual's **funding target** is the present value of future benefits based on credited service and average pay as of the beginning of the plan year, and an individual's **target normal cost** is the present value of the benefit expected to accrue in the plan year. If multiple decrements are used, the funding target and the target normal cost for an individual are the sum of the component funding targets and target normal costs associated with the various anticipated separation dates.
- The plan's **target normal cost** is the sum of the individual target normal costs, and the plan's **funding target** is the sum of the individual funding targets for all participants under the plan.

Schedule SB, Part V — Summary of Plan Provisions**Summary of major plan provisions**

Effective date and plan year	Original plan: November 1, 1961 Restated plan: January 1, 2014 Plan year: January 1 to December 31
Status of the plan	All benefit accruals in the plan were frozen effective December 31, 2020.
Significant events that occurred during the year	None.
Definitions	
• Covered employees	All employees of the Company (and any participating affiliate), other than leased employees covered by a collective bargaining agreement (unless the terms of the bargaining agreement otherwise provides), temporary employees who are members of the substitute workforce, retired participants, a transferee from Kao Corporation on a temporary assignment in the United States and any other individual who for any period is classified as an independent contractor (regardless of any subsequent reclassification by the Company, a government agency or a court).
• Participation	Each employee becomes a participant on the January 1 or July 1 following the first twelve month period in which he completes 1,000 hours of service. The plan was closed to new entrants effective August 1, 2019.
• Employee contributions	None
• Hour of Service	Each hour for which the participant is paid or entitled to be paid from the Company, including hours paid for vacation, holiday, illness, layoff, jury or military duty or leave of absence. However, no more than 501 Hours of Service will be credited to the participant for any single continuous period during which the participant is not actually working for the Company.
• Vesting service	The participant will be credited a year of vesting service for each Plan Year during which the participant is credited with at least 1,000 hours of service.
• Credited service	Credited Service is received for all years (and fractional portions of a year in completed months) of employment with the Company (and certain affiliates). If you terminate employment and return to work within 12 months, you will be considered to have remained an employee for that period. Credited service was frozen effective December 31, 2020.
• Covered Compensation	This includes the compensation from the Company as reflected on Form W-2, increased by any pre-tax contributions the participant may have made to the Company under 401(k) and/or Section 125 (cafeteria) plan. This also includes amounts paid under the Kao Brands Company Severance Plan. This does not include reimbursements or other expense allowances, fringe benefits, moving expenses, deferred compensation, welfare benefits, bonuses paid after termination and compensation realized from the grant or exercise of stock options. The participant should be aware, however, that the amount of the Pay taken into account under the Plan is limited under the Federal Tax Laws.
• Final average eligible Pay	Average pay based on highest consecutive 5 years within the past 10 years. Final average pay is frozen for all participants.

Schedule SB, Part V — Summary of Plan Provisions

• Defined benefit pension formula	1% of the average annual compensation for the highest paid five consecutive years of the ten years preceding retirement multiplied by years of credited service up to 35 years. The benefit shall not be less than that accrued through December 31, 1988 under the prior plan formula. The minimum monthly benefit is \$10 for each year of credited service up to 35 years.
• Grandfathered Participants	Any participant employed by the Company or participating affiliate as of December 31, 2000 who was at least 40 years of age as of December 31, 2001 qualifies as a "grandfathered participant" and receives the greater of the cash balance formula and the Plan formula in effect prior to January 1, 2001.
• Grandfathered Frozen Benefit - Grandfathered Participants	In 2001, the Plan transitioned from a Defined Benefit Pension Plan to a Cash Balance Pension Plan. It was determined that employees, who were at least 40 years old as of 12/31/01, would have the option between the cash balance formula or the defined benefit pension formula upon retirement (whichever was greater). This is referred to as the "Grandfathered" benefit. Grandfathered Participants employed after March 31, 2009, will have their accrued benefit as of March 31, 2009 frozen. Years of service and compensation earned after March 31, 2009 will not change any portion of their frozen benefit.
• Cash Balance Benefit	<p>The cash balance is equal to the sum of a), b), c) below:</p> <p>a. Initial Cash Balance Account:</p> <p>i) Grandfathered Participants- Initial cash balance account beginning on 4/1/2009 is zero.</p> <p>ii) Non - Grandfathered Participants- The initial cash balance account was determined for each participant as of January 1, 2001 as the sum of two items. First, the present value of the participant's accrued benefit as of December 31, 2000 determined under the defined benefit pension formula, commencing at age 65. Second, Transition Credit equal to the participant's years of service as of December 31, 2000 multiplied by the participant's December 31, 2000 average annual compensation multiplied by a percentage based on the participant's service as of December 31, 2000. The percentages are as follows:</p> <p>0.5% for service 5-10 years 1.0% for service 11-14 years 1.5% for service 15 years or more</p> <p>b. Contribution Credits: At each December 31, a participant's cash balance account will be credited with an amount equal to 5% of the participant's compensation for the plan year through December 31, 2014 and 4% beginning January 1, 2015 to December 31, 2019 and 3% beginning January 1, 2020 to December 31, 2020 and 0% beginning January 1, 2021.</p> <p>c. Interest Credits: At each December 31, a participant's cash balance account will be credited with the earnings at the annual interest rate on 30-year Treasury securities for the November preceding the plan year.</p>

Schedule SB, Part V — Summary of Plan Provisions

Normal retirement	
• Eligibility	Age 65
• Benefit	Grandfathered Frozen Benefit (If applicable) plus Cash Balance Benefit.
Early retirement	
• Eligibility	The first day of any month coincident with or following the date on which you have both attained age 55 and completed at least 10 years of credited service.
• Benefit	<p>The Grandfathered Frozen Benefit is reduced by 3% per year from age 65 and 5% per year from age 60. An employee who retires with at least 30 years of service will not have his benefit reduced for the first 60 months from age 65.</p> <p>Otherwise, the Life with Ten-year Certain Annuity (or any actuarially equivalent form of benefit available) that is equal to the Actuarial Equivalent of the balance of the Participant's Cash Balance Account as of the end of the month before the Annuity Starting Date.</p>
Deferred vested	
• Eligibility	3 years of service
• Benefit	A normal retirement benefit accrued to the date of termination payable at age 65. Payments may begin at age 55 or later but will be actuarially reduced from age 65.
Disability	
• Eligibility	5 years of service
• Benefit	A normal retirement benefit payable at age 65 based on actual service to date of disability. Disabled participants received half year credit for years disabled before January 1, 2004.
Pre-retirement death	
• Eligibility	3 years of service
• With Spouse	A monthly amount payable to survivor equal to 50% of the amount which would have been payable to the employee had he retired the day before death and elected a 50% joint and survivor annuity. Benefit will not be payable before employee would have reached early retirement age.
• Without Spouse	A monthly amount payable to the beneficiary equal to the survivor annuity which would have been payable had the employee retired the day before death and elected a 10-year certain and life annuity. The benefit will not be payable before employee would have reached early retirement age.
Form of benefits	
• Automatic form for unmarried participants	10-year certain and life annuity
• Automatic form for married participants	50% joint and survivor annuity actuarially equivalent to the 10-year certain and life annuity

Schedule SB, Part V — Summary of Plan Provisions

• Mandatory cash outs of small amounts	If the present value of the participant's vested accrued benefit is less than \$5,000, it will be paid as a lump sum as soon as administratively possible following retirement or termination.
• Optional forms	Life annuity, 100%, 75%, 50% joint and survivor annuity and 10-year certain and life annuity.
• Optional form conversion factors	Cash balance to annuity: 1994 Group Annuity Reserving Unisex Mortality table and the 30-year Treasury rate for the November preceding the plan year Annuity to other optional annuity forms: 1971 Group Annuity Mortality Table as applicable to a group of lives, 80% of whom are male and 20% of whom are female and 8.00% per year interest Annuity to lump sum: The 2008 Applicable Mortality Table, provided, however, that upon the IRS's promulgation of any Subsequent Applicable Mortality Table, the Subsequent Applicable Mortality Table shall be used and the applicable interest rate under the rules of Code Section 417(e)(3) as set forth in Revenue Ruling 2007-67.
Miscellaneous	
• Maximum compensation	Compensation for any 12-month period used to determine accrued benefits may not exceed the limits in IRC Section 401(a)(17) for the calendar year in which the 12-month period begins. This limit is indexed annually. For 2023, the limit is \$330,000.
• Maximum benefits	Annual benefits may not exceed the limits in IRC Section 415. This limit is indexed annually. For 2023, the limit is \$265,000.

Benefits included or excluded

Unless noted below, all benefits provided by the plan, as restated and amended through September 1, 2020, are included in this valuation:

- **Plan amendments excluded:** Amendments adopted after the valuation date or effective after the current plan year are excluded from the valuation
- **Late retirement increases:**
 - *Active participants:* The plan provides suspension of benefit notices to active participants. The retirement decrements in the valuation do not extend beyond age 70 ½, and therefore, no actuarial increases are included. Additionally, there are only a couple active participants that are currently over age 70 ½, so the impact of actuarial increases for actives would be immaterial at this point. We will continue to monitor the number of participants in this situation.
 - *Deferred vested participants:* Current deferred vested participants over normal retirement age are valued including the late retirement actuarial increases from the later of date of termination and normal retirement age. The actuarial increase is applied to the non-cash balance portion of the benefit. Given the relatively few participants over normal retirement age with cash balances, continued interest credits are assumed instead of actuarial increases. We will continue to monitor the number of participants in this situation.

Schedule SB, Part V — Summary of Plan Provisions

- **Internal Revenue Code limitations:** The limitations of Internal Revenue Code Section 415(b) and 401(a)(17) have been incorporated into our calculations.
- **IRC Section 416 rules for top-heavy plans:** We did not test whether this plan is top-heavy (when the present value of benefits for key employees equals or exceeds 60% of the present value for all participants). However, we expect that the plan is not top-heavy due to the large number of rank-and-file participants; therefore, the funding target and target normal cost do not reflect any liability for top-heavy benefit accruals.

Plan provisions specific to funding**Additional benefits included or excluded**

- **IRC Section 436 benefit restrictions:**
 - *Unpredictable contingent event benefits:* This valuation excludes restricted contingent event benefits that occurred before the valuation date but includes contingent event benefits which are expected to occur on or after the valuation date regardless of anticipated funding-based limitations.
 - *Plan amendments:* See above.
 - *Prohibited payments:* Limitations on prohibited benefits (if any) are reflected for annuity starting dates before the valuation date but are ignored for annuity starting dates on or after the valuation date.
 - *Benefit accruals:* The plan's funding target does not reflect any limitation on benefit accruals. The target normal cost does not reflect any limitation on benefit accruals.
- **Unpredictable contingent event benefits:** The plan does not have any unpredictable contingent event benefits.

Plan provision changes since prior valuation

- Maximum compensation and benefit amounts under IRS rules were updated from 2022 to 2023.

Schedule SB, line 24 — Change in Actuarial Assumptions

Actuarial assumption changes since prior valuation

- Cash balance interest accumulation rate and cash balance annuity conversion rate were updated from 1.94% for 2022 to 3.99% for 2023 to reflect current 30-year US Treasury Bond rates.
- The expected investment return assumption was updated from 3.68% to 5.12%.
- The administrative expense assumption increased from \$0 to \$195,936.

Schedule SB, line 26 — Schedule of Active Participant Data

Attained age	Years of credited service										Total
	Under 1	1–4	5–9	10–14	15–19	20–24	25–29	30–34	35–39	40 & up	
Under 25		1									1
25–29		12	10								22
30–34		20	32	4							56
35–39		9	27	21	5						62
40–44		11	29	32	28	9					109
45–49		10	20	18	22	14	4				88
50–54		5	27	19	22	12	8	5			98
55–59		6	11	22	23	9	11	12	14		108
60–64		4	16	15	7	11	5	10	6	3	77
65–69			4	2	5	6	1	2	1	1	22
70 & up						1		1		1	3
Total		78	176	133	112	62	29	30	21	5	646

Each cell shows the count of active participants for each age/service combination. Average pay and cash balance accounts are not shown for plans with less than 1,000 active participants.

Schedule SB, line 26b – Schedule of Projection of Expected Benefit Payments

Plan Year	Active Participants	Terminated Vested Participants	Retired Participants and Beneficiaries Receiving Payments	Total
2023	2,782,245	50,218	4,796,368	7,628,831
2024	2,750,802	51,231	4,688,561	7,490,594
2025	2,976,594	52,159	4,580,618	7,609,371
2026	3,259,804	58,502	4,458,375	7,776,681
2027	3,467,422	57,282	4,327,842	7,852,546
2028	3,683,402	61,764	4,152,937	7,898,103
2029	3,748,268	61,252	4,008,981	7,818,501
2030	3,838,118	60,703	3,864,031	7,762,852
2031	3,884,856	59,165	3,710,414	7,654,435
2032	3,857,332	62,858	3,542,085	7,462,275
2033	3,824,480	60,593	3,373,751	7,258,824
2034	3,845,827	58,767	3,200,002	7,104,596
2035	3,847,631	66,518	3,020,256	6,934,405
2036	3,798,871	64,522	2,835,579	6,698,972
2037	3,758,355	62,455	2,647,272	6,468,082
2038	3,750,252	60,319	2,456,846	6,267,417
2039	3,671,183	58,115	2,265,960	5,995,258
2040	3,628,073	55,845	2,076,347	5,760,265
2041	3,610,217	53,516	1,889,741	5,553,474
2042	3,518,006	51,014	1,707,784	5,276,804
2043	3,500,580	48,573	1,531,946	5,081,099
2044	3,352,826	46,104	1,363,510	4,762,440
2045	3,276,486	43,053	1,203,596	4,523,135
2046	3,160,136	40,483	1,053,163	4,253,782
2047	3,046,863	37,921	912,996	3,997,780
2048	2,949,847	35,384	783,727	3,768,958
2049	2,834,180	32,887	665,837	3,532,904
2050	2,694,499	30,446	559,606	3,284,551
2051	2,558,137	28,075	465,112	3,051,324
2052	2,418,262	25,787	382,225	2,826,274
2053	2,286,913	23,593	310,574	2,621,080
2054	2,147,314	21,501	249,575	2,418,390
2055	2,017,034	19,520	198,478	2,235,032
2056	1,887,835	17,656	156,385	2,061,876
2057	1,748,556	15,916	122,302	1,886,774
2058	1,625,490	14,300	95,184	1,734,974
2059	1,502,912	12,810	73,989	1,589,711
2060	1,384,312	11,443	57,706	1,453,461
2061	1,272,846	10,193	45,398	1,328,437
2062	1,164,840	9,055	36,228	1,210,123
2063	1,065,522	8,024	29,472	1,103,018
2064	969,946	7,092	24,522	1,001,560
2065	878,719	6,252	20,888	905,859
2066	794,532	5,495	18,182	818,209
2067	715,533	4,813	16,114	736,460
2068	641,480	4,198	14,467	660,145
2069	572,343	3,643	13,091	589,077
2070	507,953	3,140	11,884	522,977
2071	448,263	2,685	10,778	461,726
2072	393,221	2,273	9,737	405,231

Schedule SB, line 22 — Description of Weighted Average Retirement Age

Each employee is assumed to retire in accordance with the table of retirement rates. The proportion of employees expected to retire at each potential retirement age is shown below. The average retirement age is 62.

(A) Retirement age	(B) Retirement percent	(C) Lx	(D) Number of employees expected to retire (B) x (C)	(E) (A) x (D)
55	15.0%	10,000.00	1,500.00	82,500
56	7.0%	8,500.00	595.00	33,320
57	7.0%	7,905.00	553.35	31,541
58	7.0%	7,351.65	514.62	29,848
59	7.0%	6,837.03	478.59	28,237
60	2.0%	6,358.44	445.09	26,705
61	7.0%	5,913.35	413.93	25,250
62	15.0%	5,499.42	824.91	51,144
63	15.0%	4,674.51	701.18	44,174
64	15.0%	3,973.33	596.00	38,144
65	30.0%	3,377.33	1,013.20	65,858
66	30.0%	2,364.13	709.24	46,810
67	30.0%	1,654.89	496.47	33,263
68	30.0%	1,158.42	347.53	23,632
69	30.0%	810.89	243.27	16,786
70	100.0%	567.63	567.63	39,734
Total			10,000.00	616,946
Average				61.69

Plan: Kao America Inc. Pension Plan

EIN/PN: 52-2064483/002

Valuation Date: 01/01/2023

Schedule SB, line 26b – Schedule of Projection of Expected Benefit Payments

Plan Year	Active Participants	Terminated Vested Participants	Retired Participants and Beneficiaries Receiving Payments	Total
2023	2,782,245	50,218	4,796,368	7,628,831
2024	2,750,802	51,231	4,688,561	7,490,594
2025	2,976,594	52,159	4,580,618	7,609,371
2026	3,259,804	58,502	4,458,375	7,776,681
2027	3,467,422	57,282	4,327,842	7,852,546
2028	3,683,402	61,764	4,152,937	7,898,103
2029	3,748,268	61,252	4,008,981	7,818,501
2030	3,838,118	60,703	3,864,031	7,762,852
2031	3,884,856	59,165	3,710,414	7,654,435
2032	3,857,332	62,858	3,542,085	7,462,275
2033	3,824,480	60,593	3,373,751	7,258,824
2034	3,845,827	58,767	3,200,002	7,104,596
2035	3,847,631	66,518	3,020,256	6,934,405
2036	3,798,871	64,522	2,835,579	6,698,972
2037	3,758,355	62,455	2,647,272	6,468,082
2038	3,750,252	60,319	2,456,846	6,267,417
2039	3,671,183	58,115	2,265,960	5,995,258
2040	3,628,073	55,845	2,076,347	5,760,265
2041	3,610,217	53,516	1,889,741	5,553,474
2042	3,518,006	51,014	1,707,784	5,276,804
2043	3,500,580	48,573	1,531,946	5,081,099
2044	3,352,826	46,104	1,363,510	4,762,440
2045	3,276,486	43,053	1,203,596	4,523,135
2046	3,160,136	40,483	1,053,163	4,253,782
2047	3,046,863	37,921	912,996	3,997,780
2048	2,949,847	35,384	783,727	3,768,958
2049	2,834,180	32,887	665,837	3,532,904
2050	2,694,499	30,446	559,606	3,284,551
2051	2,558,137	28,075	465,112	3,051,324
2052	2,418,262	25,787	382,225	2,826,274
2053	2,286,913	23,593	310,574	2,621,080
2054	2,147,314	21,501	249,575	2,418,390
2055	2,017,034	19,520	198,478	2,235,032
2056	1,887,835	17,656	156,385	2,061,876
2057	1,748,556	15,916	122,302	1,886,774
2058	1,625,490	14,300	95,184	1,734,974
2059	1,502,912	12,810	73,989	1,589,711
2060	1,384,312	11,443	57,706	1,453,461
2061	1,272,846	10,193	45,398	1,328,437
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2068	641,480	4,198	14,467	660,145
2069	572,343	3,643	13,091	589,077
2070	507,953	3,140	11,884	522,977
2071	448,263	2,685	10,778	461,726
2072	393,221	2,273	9,737	405,231

Schedule SB, Part V — Summary of Plan Provisions**Summary of major plan provisions**

Effective date and plan year	Original plan: November 1, 1961 Restated plan: January 1, 2014 Plan year: January 1 to December 31
Status of the plan	All benefit accruals in the plan were frozen effective December 31, 2020.
Significant events that occurred during the year	None.
Definitions	
• Covered employees	All employees of the Company (and any participating affiliate), other than leased employees covered by a collective bargaining agreement (unless the terms of the bargaining agreement otherwise provides), temporary employees who are members of the substitute workforce, retired participants, a transferee from Kao Corporation on a temporary assignment in the United States and any other individual who for any period is classified as an independent contractor (regardless of any subsequent reclassification by the Company, a government agency or a court).
• Participation	Each employee becomes a participant on the January 1 or July 1 following the first twelve month period in which he completes 1,000 hours of service. The plan was closed to new entrants effective August 1, 2019.
• Employee contributions	None
• Hour of Service	Each hour for which the participant is paid or entitled to be paid from the Company, including hours paid for vacation, holiday, illness, layoff, jury or military duty or leave of absence. However, no more than 501 Hours of Service will be credited to the participant for any single continuous period during which the participant is not actually working for the Company.
• Vesting service	The participant will be credited a year of vesting service for each Plan Year during which the participant is credited with at least 1,000 hours of service.
• Credited service	Credited Service is received for all years (and fractional portions of a year in completed months) of employment with the Company (and certain affiliates). If you terminate employment and return to work within 12 months, you will be considered to have remained an employee for that period. Credited service was frozen effective December 31, 2020.
• Covered Compensation	This includes the compensation from the Company as reflected on Form W-2, increased by any pre-tax contributions the participant may have made to the Company under 401(k) and/or Section 125 (cafeteria) plan. This also includes amounts paid under the Kao Brands Company Severance Plan. This does not include reimbursements or other expense allowances, fringe benefits, moving expenses, deferred compensation, welfare benefits, bonuses paid after termination and compensation realized from the grant or exercise of stock options. The participant should be aware, however, that the amount of the Pay taken into account under the Plan is limited under the Federal Tax Laws.
• Final average eligible Pay	Average pay based on highest consecutive 5 years within the past 10 years. Final average pay is frozen for all participants.

Schedule SB, Part V — Summary of Plan Provisions

• Defined benefit pension formula	1% of the average annual compensation for the highest paid five consecutive years of the ten years preceding retirement multiplied by years of credited service up to 35 years. The benefit shall not be less than that accrued through December 31, 1988 under the prior plan formula. The minimum monthly benefit is \$10 for each year of credited service up to 35 years.
• Grandfathered Participants	Any participant employed by the Company or participating affiliate as of December 31, 2000 who was at least 40 years of age as of December 31, 2001 qualifies as a "grandfathered participant" and receives the greater of the cash balance formula and the Plan formula in effect prior to January 1, 2001.
• Grandfathered Frozen Benefit - Grandfathered Participants	In 2001, the Plan transitioned from a Defined Benefit Pension Plan to a Cash Balance Pension Plan. It was determined that employees, who were at least 40 years old as of 12/31/01, would have the option between the cash balance formula or the defined benefit pension formula upon retirement (whichever was greater). This is referred to as the "Grandfathered" benefit. Grandfathered Participants employed after March 31, 2009, will have their accrued benefit as of March 31, 2009 frozen. Years of service and compensation earned after March 31, 2009 will not change any portion of their frozen benefit.
• Cash Balance Benefit	<p>The cash balance is equal to the sum of a), b), c) below:</p> <p>a. Initial Cash Balance Account:</p> <p>i) Grandfathered Participants- Initial cash balance account beginning on 4/1/2009 is zero.</p> <p>ii) Non - Grandfathered Participants- The initial cash balance account was determined for each participant as of January 1, 2001 as the sum of two items. First, the present value of the participant's accrued benefit as of December 31, 2000 determined under the defined benefit pension formula, commencing at age 65. Second, Transition Credit equal to the participant's years of service as of December 31, 2000 multiplied by the participant's December 31, 2000 average annual compensation multiplied by a percentage based on the participant's service as of December 31, 2000. The percentages are as follows:</p> <p>0.5% for service 5-10 years</p> <p>1.0% for service 11-14 years</p> <p>1.5% for service 15 years or more</p> <p>b. Contribution Credits: At each December 31, a participant's cash balance account will be credited with an amount equal to 5% of the participant's compensation for the plan year through December 31, 2014 and 4% beginning January 1, 2015 to December 31, 2019 and 3% beginning January 1, 2020 to December 31, 2020 and 0% beginning January 1, 2021.</p> <p>c. Interest Credits: At each December 31, a participant's cash balance account will be credited with the earnings at the annual interest rate on 30-year Treasury securities for the November preceding the plan year.</p>

Schedule SB, Part V — Summary of Plan Provisions

Normal retirement	
• Eligibility	Age 65
• Benefit	Grandfathered Frozen Benefit (If applicable) plus Cash Balance Benefit.
Early retirement	
• Eligibility	The first day of any month coincident with or following the date on which you have both attained age 55 and completed at least 10 years of credited service.
• Benefit	<p>The Grandfathered Frozen Benefit is reduced by 3% per year from age 65 and 5% per year from age 60. An employee who retires with at least 30 years of service will not have his benefit reduced for the first 60 months from age 65.</p> <p>Otherwise, the Life with Ten-year Certain Annuity (or any actuarially equivalent form of benefit available) that is equal to the Actuarial Equivalent of the balance of the Participant's Cash Balance Account as of the end of the month before the Annuity Starting Date.</p>
Deferred vested	
• Eligibility	3 years of service
• Benefit	A normal retirement benefit accrued to the date of termination payable at age 65. Payments may begin at age 55 or later but will be actuarially reduced from age 65.
Disability	
• Eligibility	5 years of service
• Benefit	A normal retirement benefit payable at age 65 based on actual service to date of disability. Disabled participants received half year credit for years disabled before January 1, 2004.
Pre-retirement death	
• Eligibility	3 years of service
• With Spouse	A monthly amount payable to survivor equal to 50% of the amount which would have been payable to the employee had he retired the day before death and elected a 50% joint and survivor annuity. Benefit will not be payable before employee would have reached early retirement age.
• Without Spouse	A monthly amount payable to the beneficiary equal to the survivor annuity which would have been payable had the employee retired the day before death and elected a 10-year certain and life annuity. The benefit will not be payable before employee would have reached early retirement age.
Form of benefits	
• Automatic form for unmarried participants	10-year certain and life annuity
• Automatic form for married participants	50% joint and survivor annuity actuarially equivalent to the 10-year certain and life annuity

Schedule SB, Part V — Summary of Plan Provisions

• Mandatory cash outs of small amounts	If the present value of the participant's vested accrued benefit is less than \$5,000, it will be paid as a lump sum as soon as administratively possible following retirement or termination.
• Optional forms	Life annuity, 100%, 75%, 50% joint and survivor annuity and 10-year certain and life annuity.
• Optional form conversion factors	Cash balance to annuity: 1994 Group Annuity Reserving Unisex Mortality table and the 30-year Treasury rate for the November preceding the plan year Annuity to other optional annuity forms: 1971 Group Annuity Mortality Table as applicable to a group of lives, 80% of whom are male and 20% of whom are female and 8.00% per year interest Annuity to lump sum: The 2008 Applicable Mortality Table, provided, however, that upon the IRS's promulgation of any Subsequent Applicable Mortality Table, the Subsequent Applicable Mortality Table shall be used and the applicable interest rate under the rules of Code Section 417(e)(3) as set forth in Revenue Ruling 2007-67.
Miscellaneous	
• Maximum compensation	Compensation for any 12-month period used to determine accrued benefits may not exceed the limits in IRC Section 401(a)(17) for the calendar year in which the 12-month period begins. This limit is indexed annually. For 2023, the limit is \$330,000.
• Maximum benefits	Annual benefits may not exceed the limits in IRC Section 415. This limit is indexed annually. For 2023, the limit is \$265,000.

Benefits included or excluded

Unless noted below, all benefits provided by the plan, as restated and amended through September 1, 2020, are included in this valuation:

- **Plan amendments excluded:** Amendments adopted after the valuation date or effective after the current plan year are excluded from the valuation
- **Late retirement increases:**
 - *Active participants:* The plan provides suspension of benefit notices to active participants. The retirement decrements in the valuation do not extend beyond age 70 ½, and therefore, no actuarial increases are included. Additionally, there are only a couple active participants that are currently over age 70 ½, so the impact of actuarial increases for actives would be immaterial at this point. We will continue to monitor the number of participants in this situation.
 - *Deferred vested participants:* Current deferred vested participants over normal retirement age are valued including the late retirement actuarial increases from the later of date of termination and normal retirement age. The actuarial increase is applied to the non-cash balance portion of the benefit. Given the relatively few participants over normal retirement age with cash balances, continued interest credits are assumed instead of actuarial increases. We will continue to monitor the number of participants in this situation.

Schedule SB, Part V — Summary of Plan Provisions

- **Internal Revenue Code limitations:** The limitations of Internal Revenue Code Section 415(b) and 401(a)(17) have been incorporated into our calculations.
- **IRC Section 416 rules for top-heavy plans:** We did not test whether this plan is top-heavy (when the present value of benefits for key employees equals or exceeds 60% of the present value for all participants). However, we expect that the plan is not top-heavy due to the large number of rank-and-file participants; therefore, the funding target and target normal cost do not reflect any liability for top-heavy benefit accruals.

Plan provisions specific to funding**Additional benefits included or excluded**

- **IRC Section 436 benefit restrictions:**
 - *Unpredictable contingent event benefits:* This valuation excludes restricted contingent event benefits that occurred before the valuation date but includes contingent event benefits which are expected to occur on or after the valuation date regardless of anticipated funding-based limitations.
 - *Plan amendments:* See above.
 - *Prohibited payments:* Limitations on prohibited benefits (if any) are reflected for annuity starting dates before the valuation date but are ignored for annuity starting dates on or after the valuation date.
 - *Benefit accruals:* The plan's funding target does not reflect any limitation on benefit accruals. The target normal cost does not reflect any limitation on benefit accruals.
- **Unpredictable contingent event benefits:** The plan does not have any unpredictable contingent event benefits.

Plan provision changes since prior valuation

- Maximum compensation and benefit amounts under IRS rules were updated from 2022 to 2023.

KAO AMERICA INC. PENSION PLAN
SCHEDULE H, LINE 4i – SCHEDULE OF ASSETS (HELD AT END OF YEAR)
December 31, 2023

Name of Plan Sponsor:	Kao America, Inc.
Employer Identification Number:	25-0472020
Three-Digit Plan Number:	001

(a)	(b) Identity of Issue Borrower, Lessor, or Similar Party	(c) Description of Investment	(d) Cost	(e) Current Value
Mutual Funds				
American Funds		EuroPacific Growth R4	\$ 7,381,152	\$ 8,561,580
PIMCO		PIMCO All Asset Institutional	7,275,330	6,663,611
PIMCO		PIMCO Long-Term Credit Bond Institutional	46,913,871	35,021,974
PIMCO		PIMCO Government Money Market Fund Admin	93	93
Vanguard		Vanguard Institutional Index	9,025,860	15,499,566
Vanguard		Vanguard External Market Index Institutional	3,650,504	6,165,069
Vanguard		Vanguard Intermediate-Term Treasury Index Admiral	14,419,995	12,750,541
Vanguard		Vanguard Intermediate-Term Investment-Grade Admiral	21,357,910	19,629,180
Vanguard		Vanguard Long-Term Treasury Index Admiral	20,864,578	15,533,220
Vanguard		Vanguard Short-Term Treasury Index Admiral	<u>4,091,380</u>	<u>3,884,185</u>
TOTAL			<u>\$ 134,980,673</u>	<u>\$ 123,709,019</u>

See Independent Auditor's Report.

Schedule SB, line 32 — Schedule of Amortization Bases

The total shortfall amortization charge is the sum of the individual shortfall amortization installment for each plan year since the IRC Section 430 changes made by ARPA took effect for the plan. Although an individual shortfall amortization installment can be negative, the combined shortfall amortization charge cannot be less than \$0.

Shortfall bases				
Year established		Outstanding balance	Years remaining	2023 installment
2023	\$	15,144,330	15	\$ 1,386,929
Total	\$	15,144,330		\$ 1,386,929

Schedule SB, line 24 — Change in Actuarial Assumptions

Actuarial assumption changes since prior valuation

- Cash balance interest accumulation rate and cash balance annuity conversion rate were updated from 1.94% for 2022 to 3.99% for 2023 to reflect current 30-year US Treasury Bond rates.
- The expected investment return assumption was updated from 3.68% to 5.12%.
- The administrative expense assumption increased from \$0 to \$195,936.