

Form 5500 Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Annual Return/Report of Employee Benefit Plan This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code). ▶ Complete all entries in accordance with the instructions to the Form 5500.	OMB Nos. 1210-0110 1210-0089 2023 This Form is Open to Public Inspection
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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: ☐ a multiemployer plan ☐ a multiple-employer plan (Filers checking this box must provide participating employer information in accordance with the form instructions.) ☒ a single-employer plan ☐ a DFE (specify) _____ ☐ the first return/report ☐ the final return/report ☒ an amended return/report ☐ a short plan year return/report (less than 12 months)
C	If the plan is a collectively-bargained plan, check here. ▶ ☐
D	Check box if filing under: ☒ Form 5558 ☐ automatic extension ☐ the DFVC program ☐ special extension (enter description)
E	If this is a retroactively adopted plan permitted by SECURE Act section 201, check here. ▶ ☐

Part II	Basic Plan Information—enter all requested information
1a	Name of plan CONTINENTAL CARBON COMPANY RETIREMENT SAVINGS PLAN FOR NON BARGAINING EMPLOYEES
1b	Three-digit plan number (PN) ▶ 008
1c	Effective date of plan 02/01/2003
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) CONTINENTAL CARBON COMPANY 16850 PARK ROW HOUSTON, TX 77084
2b	Employer Identification Number (EIN) 76-0471782
2c	Plan Sponsor's telephone number 281-647-3861
2d	Business code (see instructions) 324190

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.	10/15/2024	MARK MILLS
	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: a Sponsor's name c Plan Name	4b EIN 4d PN
5 Total number of participants at the beginning of the plan year	5 191
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 a(2) Total number of active participants at the end of the plan year b Retired or separated participants receiving benefits c Other retired or separated participants entitled to future benefits d Subtotal. Add lines 6a(2) , 6b , and 6c e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits f Total. Add lines 6d and 6e g(1) Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item) g(2) Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item) h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested	6a(1) 132 6a(2) 155 6b 2 6c 60 6d 217 6e 1 6f 218 6g(1) 177 6g(2) 206 6h 1
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	7

8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions:

2F 2G 2J 2K 2S 2T 3H 2E 3D

b If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristics Codes in the instructions:

9a Plan funding arrangement (check all that apply) (1) ☐ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor	9b Plan benefit arrangement (check all that apply) (1) ☐ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor
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10 Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)

a Pension Schedules

- (1) ☒ **R** (Retirement Plan Information)
- (2) ☐ **MB** (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary
- (3) ☐ **SB** (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary
- (4) ☐ **DCG** (Individual Plan Information) – Number Attached _____
- (5) ☐ **MEP** (Multiple-Employer Retirement Plan Information)

b General Schedules

- (1) ☒ **H** (Financial Information)
- (2) ☐ **I** (Financial Information – Small Plan)
- (3) ☐ **A** (Insurance Information) – Number Attached 0
- (4) ☒ **C** (Service Provider Information)
- (5) ☒ **D** (DFE/Participating Plan Information)
- (6) ☐ **G** (Financial Transaction Schedules)

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

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

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

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

11c Enter the Receipt Confirmation Code for the 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 _____

SCHEDULE C (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Service Provider Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110
		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 CONTINENTAL CARBON COMPANY RETIREMENT SAVINGS PLAN FOR NON BARGAINING EMPLOYEES	B Three-digit plan number (PN) 008
C Plan sponsor's name as shown on line 2a of Form 5500 CONTINENTAL CARBON COMPANY	D Employer Identification Number (EIN) 76-0471782

Part I

Service Provider Information (see instructions)

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).....

X

YesNo
- b

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

(b)

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

FIDELITY INVESTMENTS INSTITUTIONAL

04-2647786

(b)

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

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

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

GALLAGHER BENEFIT SERVICES

36-4291971

(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?
16	CONSULTANT	30732	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

FIDELITY INVESTMENTS INSTITUTIONAL

04-2647786

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
37 60 64 65	RECORDKEEPER	21454	Yes ☒ No ☐	Yes ☒ No ☐	0	Yes ☒ No ☐

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

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

Part I Service Provider Information (continued)

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

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
DODGE & COX INCOME I - SS&C GIDS, 2000 CROWN COLONY DRIVE QUINCY, MA 02169	0.08%	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
PGIM J GROWTH Z - PRUDENTIAL MUTUA 22-3703799	0.25%	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
TRP GROWTH STOCK - T. ROWE PRICE S 52-2269240	0.15%	

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
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(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:	LJ MOSBY, P.C.	b EIN:	84-1656069
c Position:	AUDITOR		
d Address:	11511 KATY FREEWAY SUITE 590 HOUSTON, TX 77079	e Telephone:	713-305-7432

Explanation: MR. MOSBY NOTIFIED CONTINENTAL CARBON COMPANY ON 5/28/2024 THAT HE HAD TERMINATED HIS EMPLOYEE BENEFIT AUDIT FIRM AND WOULD NO LONGER SERVE THE AUDIT NEEDS OF OUR COMPANY

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

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

Part II Information on Participating Plans (to be completed by DFEs, other than DCGs)

(Complete as many entries as needed to report all participating plans. DCGs must report each participating plan using Schedule DCG.)

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

SCHEDULE H (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Financial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code). ► File as an attachment to Form 5500.	OMB No. 1210-0110
		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 <u>CONTINENTAL CARBON COMPANY RETIREMENT SAVINGS PLAN FOR NON BARGAINING EMPLOYEES</u>	B Three-digit plan number (PN) <u>008</u>
C Plan sponsor's name as shown on line 2a of Form 5500 <u>CONTINENTAL CARBON COMPANY</u>	D Employer Identification Number (EIN) <u>76-0471782</u>

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

Assets		(a) Beginning of Year	(b) End of Year
a Total noninterest-bearing cash	1a	0	0
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)	0	0
(2) Participant contributions	1b(2)	0	0
(3) Other	1b(3)	0	0
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)	632908	391276
(2) U.S. Government securities	1c(2)	0	0
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)	0	0
(B) All other	1c(3)(B)	0	0
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)	0	0
(B) Common	1c(4)(B)	0	0
(5) Partnership/joint venture interests	1c(5)	0	0
(6) Real estate (other than employer real property)	1c(6)	0	0
(7) Loans (other than to participants)	1c(7)	0	0
(8) Participant loans	1c(8)	399806	308975
(9) Value of interest in common/collective trusts	1c(9)	1028814	1169888
(10) Value of interest in pooled separate accounts	1c(10)	0	0
(11) Value of interest in master trust investment accounts	1c(11)	0	0
(12) Value of interest in 103-12 investment entities	1c(12)	0	0
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)	19280094	19629288
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)	0	0
(15) Other	1c(15)	0	0

1d Employer-related investments:		(a) Beginning of Year	(b) End of Year
(1) Employer securities	1d(1)	0	0
(2) Employer real property	1d(2)	0	0
e Buildings and other property used in plan operation	1e	0	0
f Total assets (add all amounts in lines 1a through 1e)	1f	21341622	21499427
Liabilities			
g Benefit claims payable	1g	0	0
h Operating payables	1h	0	0
i Acquisition indebtedness	1i	0	0
j Other liabilities	1j	0	0
k Total liabilities (add all amounts in lines 1g through 1j)	1k	0	0
Net Assets			
l Net assets (subtract line 1k from line 1f)	1l	21341622	21499427

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)	593895	
(B) Participants	2a(1)(B)	853458	
(C) Others (including rollovers)	2a(1)(C)	0	
(2) Noncash contributions	2a(2)	0	
(3) Total contributions. Add lines 2a(1)(A) , (B) , (C) , and line 2a(2)	2a(3)		1447353
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)	33362	
(B) U.S. Government securities	2b(1)(B)	0	
(C) Corporate debt instruments	2b(1)(C)	0	
(D) Loans (other than to participants)	2b(1)(D)	0	
(E) Participant loans	2b(1)(E)	22726	
(F) Other	2b(1)(F)	0	
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		56088
(2) Dividends: (A) Preferred stock	2b(2)(A)	0	
(B) Common stock	2b(2)(B)	0	
(C) Registered investment company shares (e.g. mutual funds)	2b(2)(C)	698316	
(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)		698316
(3) Rents	2b(3)		0
(4) Net gain (loss) on sale of assets: (A) Aggregate proceeds	2b(4)(A)	0	
(B) Aggregate carrying amount (see instructions)	2b(4)(B)	0	
(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result	2b(4)(C)		
(5) Unrealized appreciation (depreciation) of assets: (A) Real estate	2b(5)(A)	0	
(B) Other	2b(5)(B)	0	
(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B)	2b(5)(C)		

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts.....	2b(6)		34550
(7) Net investment gain (loss) from pooled separate accounts.....	2b(7)		0
(8) Net investment gain (loss) from master trust investment accounts.....	2b(8)		0
(9) Net investment gain (loss) from 103-12 investment entities.....	2b(9)		0
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		3687521
c Other income	2c		0
d Total income. Add all income amounts in column (b) and enter total	2d		5923828

Expenses

e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	5762100	
(2) To insurance carriers for the provision of benefits.....	2e(2)	0	
(3) Other	2e(3)	0	
(4) Total benefit payments. Add lines 2e(1) through (3)	2e(4)		5762100
f Corrective distributions (see instructions)	2f		0
g Certain deemed distributions of participant loans (see instructions)	2g		-4784
h Interest expense	2h		0
i Administrative expenses:			
(1) Salaries and allowances	2i(1)	0	
(2) Contract administrator fees.....	2i(2)	0	
(3) Recordkeeping fees.....	2i(3)	21454	
(4) IQPA audit fees.....	2i(4)	0	
(5) Investment advisory and investment management fees	2i(5)	276	
(6) Bank or trust company trustee/custodial fees	2i(6)	0	
(7) Actuarial fees	2i(7)	0	
(8) Legal fees	2i(8)	0	
(9) Valuation/appraisal fees	2i(9)	0	
(10) Other trustee fees and expenses	2i(10)	0	
(11) Other expenses	2i(11)	30732	
(12) Total administrative expenses. Add lines 2i(1) through (11)	2i(12)		52462
j Total expenses. Add all expense amounts in column (b) and enter total	2j		5809778

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d	2k		114050
l Transfers of assets:			
(1) To this plan	2l(1)		43755
(2) From this plan	2l(2)		0

Part III Accountant's Opinion

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

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

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

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

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

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

(1) Name: **CONDLEY AND COMPANY LLP**

(2) EIN: **75-1056027**

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?	☒		3000000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?		☒	
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 _____.

SCHEDULE R (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Retirement Plan Information This schedule is required to be filed under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110 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 CONTINENTAL CARBON COMPANY RETIREMENT SAVINGS PLAN FOR NON BARGAINING EMPLOYEES	B Three-digit plan number (PN) 008	
C Plan sponsor's name as shown on line 2a of Form 5500 CONTINENTAL CARBON COMPANY	D Employer Identification Number (EIN) 76-0471782	

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	
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): 04-6568107 Profit-sharing plans, ESOPs, and stock bonus plans, skip line 3.		
3 Number of participants (living or deceased) whose benefits were distributed in a single sum, during the plan year	3	

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

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

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

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

Part IV	ESOPs (see instructions). If this is not a plan described under section 409(a) or 4975(e)(7) of the Internal Revenue Code, skip this Part.
---------	--

10 Were unallocated employer securities or proceeds from the sale of unallocated securities used to repay any exempt loan?	☐ Yes ☐ No
11 a Does the ESOP hold any preferred stock?	☐ Yes ☐ No
b If the ESOP has an outstanding exempt loan with the employer as lender, is such loan part of a "back-to-back" loan? (See instructions for definition of "back-to-back" loan.)	☐ Yes ☐ No
12 Does the ESOP hold any stock that is not readily tradable on an established securities market?	☐ Yes ☐ No

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
----------------	---

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: _____% Private Equity: _____% Investment-Grade Debt and Interest Rate Hedging Assets: _____% High-Yield Debt: _____% Real Assets: _____% Cash or Cash Equivalents: _____% Other: _____%	
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
-----------------	---------------------------------

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 <u>06 / 30 / 2020</u> (MM/DD/YYYY) and the Opinion Letter serial number <u>Q702438A</u> .	

**CONTINENTAL CARBON COMPANY
RETIREMENT SAVINGS PLAN FOR NON BARGAINING EMPLOYEES**

FINANCIAL STATEMENTS AND
INDEPENDENT AUDITOR'S REPORT
December 31, 2023 and 2022

**CONTINENTAL CARBON COMPANY
RETIREMENT SAVINGS PLAN FOR NON BARGAINING EMPLOYEES**

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December 31, 2023 and 2022

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October 4, 2024

**The Plan Administrator and Trustees
Continental Carbon Company
Retirement Savings Plan for Non Bargaining Employees
Houston, Texas**

Independent Auditor's Report

Scope and Nature of the ERISA Section 103(a)(3)(C) Audit of the 2023 Financial Statements

We have performed an audit of the financial statements of Continental Carbon Company Retirement Savings Plan for Non Bargaining Employees (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). The financial statements comprise the statement of net assets available for benefits as of December 31, 2023, the related statement of changes in net assets available for benefits for the year then ended, and the related notes to the financial statements.

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

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

Opinion on the 2023 Financial Statements

In our opinion, based on our audit and the procedures performed as described in the Auditor's Responsibilities for the Audit of the 2023 Financial Statements section:

- The amounts and disclosures in the accompanying 2023 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 (GAAP).
- The information in the accompanying 2023 financial statements related to assets held by and certified to by a qualified institution agrees to or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Basis for Opinion on the 2023 Financial Statements

We conducted our audit in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the 2023 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 audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our ERISA Section 103(a)(3)(C) audit opinion.

Responsibilities of Management for the 2023 Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with U.S. GAAP, 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 within one year after the date that the financial statements are issued or available to be issued.

Management is responsible for maintaining a current plan instrument, including all plan amendments. Management is also responsible for 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 2023 Financial Statements

Except as described in the Scope and Nature of the ERISA Section 103(a)(3)(C) Audit of the 2023 Financial Statements section of our report, our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and, therefore, is not a guarantee that an audit conducted in accordance with GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit to design audit procedures that are appropriate in the circumstances but not for the purpose of expressing an opinion on the effectiveness of the Plan's internal control. Accordingly, no such opinion is expressed.

- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events considered in the aggregate that raise substantial doubt about the Plan's ability to continue as a going concern for a reasonable period of time.

Our audit did not extend to the certified investment information, except for obtaining and reading the certification, comparing the certified investment information with the related information presented and disclosed in the 2023 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 U.S. GAAP.

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 GAAP.

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

Other Matters – 2023 Supplemental Schedules Required by ERISA

The supplemental schedules of Schedule H, Part IV, Line 4i – Schedule of Assets (Held at End of Year) as of December 31, 2023, and Schedule H, Part IV, Line 4a – Schedule of Delinquent Participant Contributions 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 DOL's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedules, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS. For information included in the supplemental schedule that is 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 its form and content, are presented in conformity with the DOL'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 is agreed to or is derived from the certified investment information, are presented, in all material respects, in conformity with the DOL's Rules and Regulations for Reporting and Disclosure under ERISA.
- The information in the supplemental schedules related to assets held by or 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).

Other Matters - Auditor's Report on the 2022 Financial Statements

Predecessor auditors performed an audit of the Plan's 2022 financial statements. 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, the prior year audit did not extend to any statements or information related to assets held for investment of the plan that were certified by a qualified institution. Their report dated September 27, 2023 indicated that (a) the amounts and disclosures in the 2022 financial statements, other than those agreed to or derived from the certified investment information, were presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America, and (b) the information in the 2022 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). Their report also indicated that the form and content of the 2022 supplemental schedule, other than the information in the 2022 supplemental schedule that agreed to or is derived from the certified investment information, were presented, in all material respects, in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA; and the information in the 2022 supplemental schedule related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Condley and Company, L.L.P.

Certified Public Accountants

CONTINENTAL CARBON COMPANY
RETIREMENT SAVINGS PLAN FOR NON BARGAINING EMPLOYEES
STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS

	December 31,	
	<u>2023</u>	<u>2022</u>
<u>ASSETS</u>		
Investments, at fair value	\$ 21,190,452	\$ 20,984,956
Receivable:		
Notes receivable from participants	308,975	399,806
Employee contributions	29,712	28,667
Employer contributions	23,145	32,285
Total receivables	<u>361,832</u>	<u>460,758</u>
TOTAL ASSETS	<u>21,552,284</u>	<u>21,445,714</u>
<u>LIABILITIES AND NET ASSETS AVAILABLE FOR BENEFITS</u>		
Corrective refunds payable	<u>-</u>	<u>21,529</u>
NET ASSETS AVAILABLE FOR BENEFITS	<u>\$ 21,552,284</u>	<u>\$ 21,424,185</u>

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

CONTINENTAL CARBON COMPANY
RETIREMENT SAVINGS PLAN FOR NON BARGAINING EMPLOYEES
STATEMENT OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS

For the Year Ended December 31, 2023

ADDITIONS:

Additions to net assets attributed to:

Investment Income:

Net appreciation in fair value of investments	\$ 3,700,460
Interest and dividends	<u>731,678</u>

Total Investment Income	<u>4,432,138</u>
-------------------------	------------------

Interest income on notes receivable from participants	22,726
---	--------

Contributions:

Participants	854,503
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Employer	<u>584,755</u>
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Total Contributions	<u>1,439,258</u>
---------------------	------------------

Total Additions	<u>5,894,122</u>
-----------------	------------------

DEDUCTIONS:

Deductions to net assets attributed to:

Benefits paid to participants	5,757,316
-------------------------------	-----------

Administrative expenses	<u>52,462</u>
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Total Deductions	<u>5,809,778</u>
------------------	------------------

NET INCREASE	84,344
--------------	--------

NET TRANSFER OF ASSETS FROM AFFILIATED PLANS	43,755
--	--------

NET ASSETS AVAILABLE FOR BENEFITS AT BEGINNING OF YEAR	<u>21,424,185</u>
--	-------------------

NET ASSETS AVAILABLE FOR BENEFITS AT END OF YEAR	<u><u>\$ 21,552,284</u></u>
--	-----------------------------

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

CONTINENTAL CARBON COMPANY
RETIREMENT SAVINGS PLAN FOR NON BARGAINING EMPLOYEES
NOTES TO FINANCIAL STATEMENTS
December 31, 2023 and 2022

NOTE 1: PLAN DESCRIPTION

The following description of the Continental Carbon Company Retirement Savings Plan for Non Bargaining Employees (the "Plan") provides only general information. Participants should refer to the Plan agreement for a more complete description of the Plan's provisions.

General

The Plan was established on February 1, 2003, as a result of dividing the Continental Carbon Company Employee Retirement Savings Plan into separate Plans for bargaining employees and for Non Bargaining employees, under the provisions of the Internal Revenue Service Code Section 401(a) for the benefit of Non Bargaining employees of Continental Carbon Company (the "Company"). This Plan received a transfer of participant balances from the Continental Carbon Company Employee Retirement Savings Plan related to the Non Bargaining employees at that time. The Plan provides eligible employees an opportunity to accumulate funds for retirement, death, and disability benefits subject to the provisions of the Employee Retirement Income Security Act of 1974 ("ERISA").

Plan Administration

The Company has designated a committee to serve as the Plan Administrator. The Plan Administrator is responsible for the general administration of the Plan and is given all powers necessary to enable it to carry out its duties, including, but not limited to, the power to interpret the Plan. The Plan's custodian, Fidelity Management Trust Company (the "Custodian"), is responsible for the custody of the Plan's assets.

Eligibility to Participate

Employees become eligible to participate in wage deferrals, employer match, safe harbor, and discretionary contributions immediately upon commencing employment and are auto-enrolled after 30 days of service unless the participant elects otherwise.

Employee Contributions

Participants in the Plan may elect to have compensation deferred through payroll deductions. The maximum contribution amount for 2023 is \$22,500. An added contribution of up to \$7,500 in salary deferral catch-up is allowed for those 50 or older, for a total possible contribution of \$30,000.

Participants may roll over amounts representing distributions from other qualified defined contribution plans.

Employer Contributions

The Employer may make safe harbor matching contributions equal to 100% of a participant's contributions up to the first 6% of the participant's eligible compensation. Safe harbor matching contributions are fully and immediately vested to the benefit of the participants and are funded into the Plan at the same time as participant contributions.

The Employer shall have the right to make an additional discretionary contribution, which shall be allocated to each eligible participant. The discretionary contribution and the allocation thereof shall be unrelated to any employee contributions made hereunder. Forfeitures may be used to pay the Plan's administrative expenses or to reduce any Employer contribution.

The Plan, as required by the Internal Revenue Code, includes special rules in years that the Plan is determined to be a "Top Heavy Plan." The Plan becomes a "Top Heavy Plan" when it allocates more than sixty percent (60%) of the contributions or benefits to "Key Employees." "Key Employees" are generally owners, officers, shareholders, or highly compensated individuals. If the Plan becomes top-heavy in any

CONTINENTAL CARBON COMPANY
RETIREMENT SAVINGS PLAN FOR NON BARGAINING EMPLOYEES
NOTES TO FINANCIAL STATEMENTS
December 31, 2023 and 2022

year, the Company may be required to make an additional contribution with a special vesting schedule to non-key employees.

Participant Investment Options

Participants may direct their salary deferral contributions to selected investments as made available and determined by the Plan Administrator, or if they choose, they can direct their salary deferral contributions to any investments traded by the Custodian. Participants may change their investment options at any time throughout the year.

Participant Accounts

Individual accounts are maintained for each of the Plan's participants to reflect the participant's contributions and the Company's safe harbor and discretionary contribution, as well as the participant's share of the Plan's income and any related administrative expense. Allocations of income and expenses are based upon the proportion that each participant's account balance bears to the total of all participant account balances. The benefit to which each participant is entitled is the benefit that can be provided from the participant's vested account.

Notes Receivable from Participants

Participants may borrow a minimum of \$1,000 from their fund accounts up to a maximum of the lesser of one-half (1/2) of their vested balance or \$50,000 and have a maximum of one (1) loan outstanding. Principal and interest are paid ratably through payroll deductions.

Payment of Benefits

Participants may withdraw all or part of their vested account balance upon attaining age 59 1/2 or upon termination of service. If service is terminated due to death, disability, retirement, or any other reason, the Plan Administrator will instruct the Trustee to make a lump sum distribution of the vested account balance. Vested balances between \$1,000 and \$7,000 will be distributed to terminated participants unless the participant directs the distribution to another retirement plan eligible for rollovers. Participants must begin receiving the required minimum distributions upon attaining age 73 or in the year of retirement. Withdrawals before termination are allowed from a portion of a participant's account after the attainment of the age 59 1/2 or in the event of financial hardship, subject to certain limitations as defined by the Plan.

Vesting

Employee contributions are fully vested at all times, as are safe harbor contributions made after 2009. The remainder of their interest in employer contributions made service prior to 2010 vests based on years of service with the Company in accordance with the schedule below. Upon separation, the participant is entitled to the vested portion of his account.

The vesting schedule for employer contributions before 2010 appears below:

<u>Full years of service</u>	<u>Vested Percentage</u>
Less than 3 years	0%
3 years or more	100%

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Forfeiture Accounts

At December 31, 2023, and 2022, forfeited non-vested accounts totaled \$1 and \$141, respectively. These accounts can be used to reduce future employer contributions or to pay Plan expenses. In 2023, \$5,612 was added to forfeitures from terminated non-vested accounts, \$5,752 was used to offset employer contributions.

Plan Termination

Although it has not expressed intent to do so, the Company has the right under the Plan to discontinue its contributions at any time and to fully terminate the Plan subject to the provisions of ERISA. In the event of full Plan termination, participants will become one hundred percent (100%) vested in their accounts.

Subsequent Events

On October 26, 2023, a number of employees were decertified from their union and began participating in the Continental Carbon Company Retirement Savings Plan for Non Bargaining Employees. Assets belonging to these individuals previously remained in the Continental Carbon Company Bargaining Employee Retirement Savings Plan at December 31, 2023, and were transferred to the Plan on April 26, 2024.

The Plan Administrator has evaluated subsequent events through October 4, 2024, the date the financial statements were available to be issued.

NOTE 2: SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of Accounting

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

Investment Valuation and Income Recognition

Registered investment companies (mutual funds) are reported at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. The Plan determines valuation policies utilizing information provided by the investment advisor and custodian. See **NOTE 4** for a discussion of fair value measurements.

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

Payment of Benefits

Benefit payments to participants are recorded upon distribution.

Expenses

Certain expenses of maintaining the Plan are paid by the Plan unless otherwise paid by the Company. Expenses that are paid by the Company are excluded from these financial statements. Administrative functions are performed by officers or employees of the Company but receive no compensation from the Plan. Certain expenses incurred in connection with the general administration of the Plan that are paid by the Plan are recorded as deductions in the accompanying statement of changes in net assets available for benefits. In addition, certain investment-related expenses are included in net appreciation in the fair value of investments and maturity.

CONTINENTAL CARBON COMPANY
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Use of 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 the reported amounts of net assets available for benefits and changes therein, as well as the disclosure of contingent assets and liabilities. Actual results could differ from those estimates.

Recent Accounting Pronouncements

The Plan has adopted all recent accounting pronouncements issued by the FASB (including its Emerging Issues Task Force) and the American Institute of Certified Public Accountants that are believed by management to have a material impact on the Plan's present or future financial statements.

NOTE 3: INFORMATION CERTIFIED BY FIDELITY MANAGEMENT TRUST COMPANY, UNAUDITED

The Plan Administrator has elected the method of compliance permitted by 29 CFR 2520.103-8 of the Department of Labor's (DOL) Rules and Regulations for Reporting and Disclosure under ERISA. Accordingly, Fidelity Management Trust Company, the custodian of the Plan, has certified to the completeness and accuracy of all investments and notes receivable reported in the accompanying Statements of Net Assets Available for Benefits as of December 31, 2023 and 2022, and the Schedule H, Line 4(i) - Schedule of Assets (Held at End of Year) as of December 31, 2023, and the related investment activity reported in the Statement of Changes in Net Assets Available for Benefits for the year ended December 31, 2023.

NOTE 4: FAIR VALUE MEASUREMENTS

ASC 820, *Fair Value Measurements*, establishes a framework for measuring fair value. That framework provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1 measurements) and the lowest priority to unobservable inputs (Level 3 measurements). The three levels of the fair value hierarchy under ASC 820 are described below:

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

Level 2 - Inputs to the valuation methodology include:

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

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

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

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

The following describes valuation methodologies used for assets at fair value. There have been no changes in the methodologies used at December 31, 2023 and 2022.

Money market funds: Valued at the book or cost basis which equates to fair value.

Mutual funds: Valued at the net asset value ("NAV") of shares held by the Plan at the closing price reported on an active market.

Common collective trust funds: Valued using NAV as the practical expedient for fair value, with NAV being determined based on the fair value of the underlying investments held by the fund.

The methods 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 market participants, the use of different methodologies or assumptions to determine the fair value could result in a different fair value measurement at the reporting date.

The following tables are set forth by level, within the fair value hierarchy, the Plan's assets at fair value as of December 31, 2023 and 2022.

Assets at Fair Value as of December 31, 2023				
	Level 1	Level 2	Level 3	Total
Money market funds	\$ 391,276	\$ -	\$ -	\$ 391,276
Mutual funds	19,629,288	-	-	19,629,288
Total	<u>\$ 20,020,564</u>	<u>\$ -</u>	<u>\$ -</u>	<u>20,020,564</u>
Investments measured using net asset value per share practical expedient^(a)				<u>1,169,888</u>
Total investments at fair value				<u>\$ 21,190,452</u>

Assets at Fair Value as of December 31, 2022				
	Level 1	Level 2	Level 3	Total
Money market funds	\$ 676,048	\$ -	\$ -	\$ 676,048
Mutual funds	19,280,094	-	-	19,280,094
Total	<u>\$ 19,956,142</u>	<u>\$ -</u>	<u>\$ -</u>	<u>19,956,142</u>
Investments measured using net asset value per share practical expedient^(a)				<u>1,028,814</u>
Total investments at fair value				<u>\$ 20,984,956</u>

^(a) In accordance with Subtopic 820-10, certain investments that were measured at net asset value per share (or its equivalent) have not been classified in the fair value hierarchy. The fair value amounts presented in this table are intended to permit the reconciliation of the fair value hierarchy to the line items presented in the statement of net assets available for benefits.

CONTINENTAL CARBON COMPANY
RETIREMENT SAVINGS PLAN FOR NON BARGAINING EMPLOYEES
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The following tables summarize investments for which fair value is measured using the net asset value (NAV) per share practical expedient as of December 31, 2023 and 2022:

2023				
	Fair Value	Unfunded Commitment	Redemption Frequency	Redemption Notice Period
Common collective trust	\$ 1,169,888	\$0	Daily	Daily
Total	<u>\$ 1,169,888</u>			

2022				
	Fair Value	Unfunded Commitment	Redemption Frequency	Redemption Notice Period
Common collective trust	\$ 1,028,814	\$0	Daily	Daily
Total	<u>\$ 1,028,814</u>			

NOTE 5: PARTIES-IN-INTEREST

Certain Plan investments are mutual funds managed by Fidelity Investments. Fidelity Management Trust Company is the custodian as defined by the Plan, and therefore, these transactions qualify as party-in-interest transactions. Investment fees paid to parties in interest are netted against investment returns.

NOTE 6: INCOME TAX MATTERS

Effective March 15, 2021, the Plan was restated as required by the IRS Cycle 3 Mandate and adopted a non-standardized pre-approved profit-sharing plan sponsored by Fidelity Management & Research Company. The restatement did not have a significant impact on the Plan's operations. The non-standardized pre-approved profit-sharing plan has received an advisory letter from the Internal Revenue Service (the "IRS") regarding the volume submitter plan's qualified status. The non-standardized pre-approved profit-sharing plan advisory letter has been relied upon by this Plan. The Plan Administrator believes the Plan is designed and is being operated in compliance with the applicable requirements of the Internal Revenue Code.

Accounting principles generally accepted in the United States of America require Plan management to evaluate tax positions taken by the Plan and recognize a tax liability if the Company has taken an uncertain position that is more likely than not would not be sustained upon examination. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

NOTE 7: RISKS AND UNCERTAINTIES

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

CONTINENTAL CARBON COMPANY
RETIREMENT SAVINGS PLAN FOR NON BARGAINING EMPLOYEES
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NOTE 8: NONEXEMPT TRANSACTIONS

During the year ended December 31, 2023, the Plan sponsor inadvertently failed to deposit \$108,227 of participant deferrals within the required timeframe as stated by the United States Department of Labor (DOL) regulations. The Plan sponsor will reimburse the plan for lost interest in the amount of approximately \$217.

NOTE 9: TRANSFER OF PLAN ASSETS

During the year ended December 31, 2023, employees participating in the Continental Carbon Company Retirement Savings Plan for Bargaining Employees transferred to Non Bargaining positions within the Company and transferred their assets from the Continental Carbon Company Retirement Savings Plan for Bargaining Employees to Continental Carbon Company Retirement Savings Plan For Non Bargaining Employees. Transfers as of December 31, 2023, were \$43,755.

NOTE 10: RECONCILIATION OF FINANCIAL STATEMENTS TO THE FORM 5500

The following is a reconciliation of net assets available for benefits per the financial statements to Form 5500 as of December 31,:

	<u>2023</u>		<u>2022</u>
Net assets available for benefits according to the financial statements	\$ 21,552,284	\$	21,424,185
Employee contributions receivable	(29,712)		(28,667)
Employer contributions receivable	(23,145)		(32,285)
Corrective contributions refund payable	<u>-</u>		<u>21,529</u>
 Net assets available for benefits according to the Form 5500	 \$ <u>21,499,427</u>	 \$	 <u>21,384,762</u>

CONTINENTAL CARBON COMPANY
RETIREMENT SAVINGS PLAN FOR NON BARGAINING EMPLOYEES
NOTES TO FINANCIAL STATEMENTS
December 31, 2023 and 2022

The following is a reconciliation of the increase in net assets available for benefits according to the financial statements to Form 5500 for the year ended December 31, 2023 and 2022:

	<u>2023</u>	<u>2022</u>
Increase in net assets available for benefits according to the financial statements	\$ 84,344	\$ (5,900,097)
Plus: Prior year contributions receivable included in Form 5500	60,952	18,763
Plus: Adjustment for prior year excess contributions payable	21,529	(21,529)
Plus: other adjustment to roll net assets	82	(82)
Less: End of year contributions receivable not included in Form 5500	<u>(52,857)</u>	<u>(60,952)</u>
Increase in net assets available for benefits according to the Form 5500	\$ <u>114,050</u>	\$ <u>(5,963,897)</u>
Employee contributions according to the financial statements	\$ 854,503	
Plus: Prior year contributions receivable	28,667	
Current year contributions receivable	<u>(29,712)</u>	
Employer contributions according to the Form 5500	\$ <u>853,458</u>	
Employer contributions according to the financial statements	\$ 584,755	
Plus: Prior year contributions receivable	32,285	
Less: Excess contributions payable	-	
Less: Other	-	
Current year contributions receivable	<u>(23,145)</u>	
Employer contributions according to the Form 5500	\$ <u><u>593,895</u></u>	

SUPPLEMENTARY INFORMATION

CONTINENTAL CARBON COMPANY
RETIREMENT SAVINGS PLAN FOR NON BARGAINING EMPLOYEES

EIN: 76-0471782

Plan Number: 008

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

December 31, 2023

(a)	Identify of Issuer, Borrower, Lessor, or Similar Party (b)	Description of Investment, Including Maturity Date, Rate of Interest, Collateral Par or Maturity (c)	Cost (d)	Current Value (e)
	VANG TARGET RET 2055	Target-Date 2055 (11,973 units)	❖	\$ 593,743
	DODGE & COX INCOME I	Intermediate Core-Plus Bond (93,614 units)	❖	1,181,413
	VANG STRATEGIC EQ	Mid Cap Blend (18,849 units)	❖	647,639
	VANG TARGET RET 2065	Target-Date 2065 (2,432 units)	❖	72,825
	TRP GROWTH STOCK I	Large Growth (9,284 units)	❖	806,354
	NB GENESIS R6	Small Growth (9,077 units)	❖	553,975
	VANG TARGET RET 2020	Target-Date 2020 (6,637 units)	❖	178,329
	VANG TARGET RET 2030	Target-Date 2030 (11,862 units)	❖	420,753
	VANG TARGET RET 2040	Target-Date 2040 (7,714 units)	❖	303,166
	VANG TARGET RET 2050	Target-Date 2050 (9,269 units)	❖	411,908
	PGIM J GROWTH Z	Large Growth (79,518 units)	❖	4,658,138
	VANG WINDSOR II ADM	Large Value (6,039 units)	❖	459,293
	VANG EXPLORER ADM	Small Growth (2,138 units)	❖	220,714
	VANG VMMR-FED MMKT	Money Market Fund (391,276 units)	❖	391,276
	AS DISC SMID CPGR R6	Mid Cap Growth (22,247 units)	❖	638,941
	VANG TARGET RET INC	Target-Date Retirement (209 units)	❖	2,714
	VANG TARGET RET 2025	Target-Date 2025 (12,579 units)	❖	231,199
	VANG TARGET RET 2035	Target-Date 2035 (21,559 units)	❖	476,896
	VANG TARGET RET 2045	Target-Date 2045 (24,334 units)	❖	648,745
	PUTNAM STABLE VALUE	Collective Investment Trust (1,169,888 units)	❖	1,169,888
	AS SPL MID CP VAL R6	Mid Cap Value (23,156 units)	❖	1,065,390
	AS SPL SM CAP VAL R6	Small Value (2,589 units)	❖	106,886
	VANG TARGET RET 2060	Target-Date 2060 (5,409 units)	❖	247,157
	INVS DEVELOP MKT R6	Diversified Emerging Markets (1,583 units)	❖	61,052
*	FID PURITAN K	Allocation--50% to 70% Equity (45,723 units)	❖	1,063,984
*	FID US BOND IDX	Intermediate Core Bond (7,276 units)	❖	75,889
*	FID 500 INDEX	US Equity Large Cap Blend (19,515 units)	❖	3,229,460
*	FID MID CAP IDX	US Equity Mid Cap (15,895 units)	❖	476,070
*	FID SM CAP IDX	US Equity Small Cap (15,132 units)	❖	378,911
*	FID INTL INDEX	Foreign Large Blend (300 units)	❖	14,201
*	FID INTL CAP APPR K6	Foreign Large Growth (26,375 units)	❖	403,543
*	Participants	Participant loans with interest from 4.25% to 9.5% and maturities from January 2024 to October 2032		308,975
				<u>\$ 21,499,427</u>
*	Represents a party-in-interest			
❖	Cost omitted for participant directed investments			

The above information has been certified by Fidelity Management Trust Company,
the Plan custodian, as complete and accurate.

The accompanying notes are an integral part of this schedule.

CONTINENTAL CARBON COMPANY
RETIREMENT SAVINGS PLAN FOR NON BARGAINING EMPLOYEES

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

EIN: 76-0471782
Plan Number: 008

For the Year Ended December 31, 2023

<u>Participant Contributions Transferred Late to Plan</u>	<u>Total that Constitute Nonexempt Prohibited Transactions</u>			
	Contributions Not Corrected	Contributions Corrected Outside VFCP	Contributions Pending Correction in VFCP	Total Fully Corrected Under VFCP and PTE 2002-51
\$ 39,260	\$ -	\$ -	\$ 39,260	\$ -
36,706	-	-	36,706	-
32,261	-	-	32,261	-
<u>\$ 108,227</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 108,227</u>	<u>\$ -</u>

The accompanying notes are an integral part of this schedule.

**CONTINENTAL CARBON COMPANY
RETIREMENT SAVINGS PLAN FOR NON BARGAINING EMPLOYEES**

FINANCIAL STATEMENTS AND
INDEPENDENT AUDITOR'S REPORT
December 31, 2023 and 2022

**CONTINENTAL CARBON COMPANY
RETIREMENT SAVINGS PLAN FOR NON BARGAINING EMPLOYEES**

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October 4, 2024

**The Plan Administrator and Trustees
Continental Carbon Company
Retirement Savings Plan for Non Bargaining Employees
Houston, Texas**

Independent Auditor's Report

Scope and Nature of the ERISA Section 103(a)(3)(C) Audit of the 2023 Financial Statements

We have performed an audit of the financial statements of Continental Carbon Company Retirement Savings Plan for Non Bargaining Employees (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). The financial statements comprise the statement of net assets available for benefits as of December 31, 2023, the related statement of changes in net assets available for benefits for the year then ended, and the related notes to the financial statements.

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

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

Opinion on the 2023 Financial Statements

In our opinion, based on our audit and the procedures performed as described in the Auditor's Responsibilities for the Audit of the 2023 Financial Statements section:

- The amounts and disclosures in the accompanying 2023 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 (GAAP).
- The information in the accompanying 2023 financial statements related to assets held by and certified to by a qualified institution agrees to or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Basis for Opinion on the 2023 Financial Statements

We conducted our audit in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the 2023 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 audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our ERISA Section 103(a)(3)(C) audit opinion.

Responsibilities of Management for the 2023 Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with U.S. GAAP, 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 within one year after the date that the financial statements are issued or available to be issued.

Management is responsible for maintaining a current plan instrument, including all plan amendments. Management is also responsible for 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 2023 Financial Statements

Except as described in the Scope and Nature of the ERISA Section 103(a)(3)(C) Audit of the 2023 Financial Statements section of our report, our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and, therefore, is not a guarantee that an audit conducted in accordance with GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit to design audit procedures that are appropriate in the circumstances but not for the purpose of expressing an opinion on the effectiveness of the Plan's internal control. Accordingly, no such opinion is expressed.

- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events considered in the aggregate that raise substantial doubt about the Plan's ability to continue as a going concern for a reasonable period of time.

Our audit did not extend to the certified investment information, except for obtaining and reading the certification, comparing the certified investment information with the related information presented and disclosed in the 2023 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 U.S. GAAP.

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 GAAP.

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

Other Matters – 2023 Supplemental Schedules Required by ERISA

The supplemental schedules of Schedule H, Part IV, Line 4i – Schedule of Assets (Held at End of Year) as of December 31, 2023, and Schedule H, Part IV, Line 4a – Schedule of Delinquent Participant Contributions 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 DOL's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedules, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS. For information included in the supplemental schedule that is 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 its form and content, are presented in conformity with the DOL'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 is agreed to or is derived from the certified investment information, are presented, in all material respects, in conformity with the DOL's Rules and Regulations for Reporting and Disclosure under ERISA.
- The information in the supplemental schedules related to assets held by or 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).

Other Matters - Auditor's Report on the 2022 Financial Statements

Predecessor auditors performed an audit of the Plan's 2022 financial statements. 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, the prior year audit did not extend to any statements or information related to assets held for investment of the plan that were certified by a qualified institution. Their report dated September 27, 2023 indicated that (a) the amounts and disclosures in the 2022 financial statements, other than those agreed to or derived from the certified investment information, were presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America, and (b) the information in the 2022 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). Their report also indicated that the form and content of the 2022 supplemental schedule, other than the information in the 2022 supplemental schedule that agreed to or is derived from the certified investment information, were presented, in all material respects, in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA; and the information in the 2022 supplemental schedule related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Condley and Company, L.L.P.

Certified Public Accountants

CONTINENTAL CARBON COMPANY
RETIREMENT SAVINGS PLAN FOR NON BARGAINING EMPLOYEES
STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS

	December 31,	
	<u>2023</u>	<u>2022</u>
<u>ASSETS</u>		
Investments, at fair value	\$ 21,190,452	\$ 20,984,956
Receivable:		
Notes receivable from participants	308,975	399,806
Employee contributions	29,712	28,667
Employer contributions	23,145	32,285
Total receivables	<u>361,832</u>	<u>460,758</u>
TOTAL ASSETS	<u>21,552,284</u>	<u>21,445,714</u>
<u>LIABILITIES AND NET ASSETS AVAILABLE FOR BENEFITS</u>		
Corrective refunds payable	<u>-</u>	<u>21,529</u>
NET ASSETS AVAILABLE FOR BENEFITS	<u>\$ 21,552,284</u>	<u>\$ 21,424,185</u>

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

CONTINENTAL CARBON COMPANY
RETIREMENT SAVINGS PLAN FOR NON BARGAINING EMPLOYEES
STATEMENT OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS

For the Year Ended December 31, 2023

ADDITIONS:

Additions to net assets attributed to:

Investment Income:

Net appreciation in fair value of investments	\$ 3,700,460
Interest and dividends	<u>731,678</u>

Total Investment Income	<u>4,432,138</u>
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Interest income on notes receivable from participants	22,726
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Contributions:

Participants	854,503
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Employer	<u>584,755</u>
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Total Contributions	<u>1,439,258</u>
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Total Additions	<u>5,894,122</u>
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DEDUCTIONS:

Deductions to net assets attributed to:

Benefits paid to participants	5,757,316
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Administrative expenses	<u>52,462</u>
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Total Deductions	<u>5,809,778</u>
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NET INCREASE	84,344
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NET TRANSFER OF ASSETS FROM AFFILIATED PLANS	43,755
--	--------

NET ASSETS AVAILABLE FOR BENEFITS AT BEGINNING OF YEAR	<u>21,424,185</u>
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NET ASSETS AVAILABLE FOR BENEFITS AT END OF YEAR	<u><u>\$ 21,552,284</u></u>
--	-----------------------------

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

CONTINENTAL CARBON COMPANY
RETIREMENT SAVINGS PLAN FOR NON BARGAINING EMPLOYEES
NOTES TO FINANCIAL STATEMENTS
December 31, 2023 and 2022

NOTE 1: PLAN DESCRIPTION

The following description of the Continental Carbon Company Retirement Savings Plan for Non Bargaining Employees (the "Plan") provides only general information. Participants should refer to the Plan agreement for a more complete description of the Plan's provisions.

General

The Plan was established on February 1, 2003, as a result of dividing the Continental Carbon Company Employee Retirement Savings Plan into separate Plans for bargaining employees and for Non Bargaining employees, under the provisions of the Internal Revenue Service Code Section 401(a) for the benefit of Non Bargaining employees of Continental Carbon Company (the "Company"). This Plan received a transfer of participant balances from the Continental Carbon Company Employee Retirement Savings Plan related to the Non Bargaining employees at that time. The Plan provides eligible employees an opportunity to accumulate funds for retirement, death, and disability benefits subject to the provisions of the Employee Retirement Income Security Act of 1974 ("ERISA").

Plan Administration

The Company has designated a committee to serve as the Plan Administrator. The Plan Administrator is responsible for the general administration of the Plan and is given all powers necessary to enable it to carry out its duties, including, but not limited to, the power to interpret the Plan. The Plan's custodian, Fidelity Management Trust Company (the "Custodian"), is responsible for the custody of the Plan's assets.

Eligibility to Participate

Employees become eligible to participate in wage deferrals, employer match, safe harbor, and discretionary contributions immediately upon commencing employment and are auto-enrolled after 30 days of service unless the participant elects otherwise.

Employee Contributions

Participants in the Plan may elect to have compensation deferred through payroll deductions. The maximum contribution amount for 2023 is \$22,500. An added contribution of up to \$7,500 in salary deferral catch-up is allowed for those 50 or older, for a total possible contribution of \$30,000.

Participants may roll over amounts representing distributions from other qualified defined contribution plans.

Employer Contributions

The Employer may make safe harbor matching contributions equal to 100% of a participant's contributions up to the first 6% of the participant's eligible compensation. Safe harbor matching contributions are fully and immediately vested to the benefit of the participants and are funded into the Plan at the same time as participant contributions.

The Employer shall have the right to make an additional discretionary contribution, which shall be allocated to each eligible participant. The discretionary contribution and the allocation thereof shall be unrelated to any employee contributions made hereunder. Forfeitures may be used to pay the Plan's administrative expenses or to reduce any Employer contribution.

The Plan, as required by the Internal Revenue Code, includes special rules in years that the Plan is determined to be a "Top Heavy Plan." The Plan becomes a "Top Heavy Plan" when it allocates more than sixty percent (60%) of the contributions or benefits to "Key Employees." "Key Employees" are generally owners, officers, shareholders, or highly compensated individuals. If the Plan becomes top-heavy in any

CONTINENTAL CARBON COMPANY
RETIREMENT SAVINGS PLAN FOR NON BARGAINING EMPLOYEES
NOTES TO FINANCIAL STATEMENTS
December 31, 2023 and 2022

year, the Company may be required to make an additional contribution with a special vesting schedule to non-key employees.

Participant Investment Options

Participants may direct their salary deferral contributions to selected investments as made available and determined by the Plan Administrator, or if they choose, they can direct their salary deferral contributions to any investments traded by the Custodian. Participants may change their investment options at any time throughout the year.

Participant Accounts

Individual accounts are maintained for each of the Plan's participants to reflect the participant's contributions and the Company's safe harbor and discretionary contribution, as well as the participant's share of the Plan's income and any related administrative expense. Allocations of income and expenses are based upon the proportion that each participant's account balance bears to the total of all participant account balances. The benefit to which each participant is entitled is the benefit that can be provided from the participant's vested account.

Notes Receivable from Participants

Participants may borrow a minimum of \$1,000 from their fund accounts up to a maximum of the lesser of one-half (1/2) of their vested balance or \$50,000 and have a maximum of one (1) loan outstanding. Principal and interest are paid ratably through payroll deductions.

Payment of Benefits

Participants may withdraw all or part of their vested account balance upon attaining age 59 1/2 or upon termination of service. If service is terminated due to death, disability, retirement, or any other reason, the Plan Administrator will instruct the Trustee to make a lump sum distribution of the vested account balance. Vested balances between \$1,000 and \$7,000 will be distributed to terminated participants unless the participant directs the distribution to another retirement plan eligible for rollovers. Participants must begin receiving the required minimum distributions upon attaining age 73 or in the year of retirement. Withdrawals before termination are allowed from a portion of a participant's account after the attainment of the age 59 1/2 or in the event of financial hardship, subject to certain limitations as defined by the Plan.

Vesting

Employee contributions are fully vested at all times, as are safe harbor contributions made after 2009. The remainder of their interest in employer contributions made service prior to 2010 vests based on years of service with the Company in accordance with the schedule below. Upon separation, the participant is entitled to the vested portion of his account.

The vesting schedule for employer contributions before 2010 appears below:

<u>Full years of service</u>	<u>Vested Percentage</u>
Less than 3 years	0%
3 years or more	100%

CONTINENTAL CARBON COMPANY
RETIREMENT SAVINGS PLAN FOR NON BARGAINING EMPLOYEES
NOTES TO FINANCIAL STATEMENTS
December 31, 2023 and 2022

Forfeiture Accounts

At December 31, 2023, and 2022, forfeited non-vested accounts totaled \$1 and \$141, respectively. These accounts can be used to reduce future employer contributions or to pay Plan expenses. In 2023, \$5,612 was added to forfeitures from terminated non-vested accounts, \$5,752 was used to offset employer contributions.

Plan Termination

Although it has not expressed intent to do so, the Company has the right under the Plan to discontinue its contributions at any time and to fully terminate the Plan subject to the provisions of ERISA. In the event of full Plan termination, participants will become one hundred percent (100%) vested in their accounts.

Subsequent Events

On October 26, 2023, a number of employees were decertified from their union and began participating in the Continental Carbon Company Retirement Savings Plan for Non Bargaining Employees. Assets belonging to these individuals previously remained in the Continental Carbon Company Bargaining Employee Retirement Savings Plan at December 31, 2023, and were transferred to the Plan on April 26, 2024.

The Plan Administrator has evaluated subsequent events through October 4, 2024, the date the financial statements were available to be issued.

NOTE 2: SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of Accounting

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

Investment Valuation and Income Recognition

Registered investment companies (mutual funds) are reported at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. The Plan determines valuation policies utilizing information provided by the investment advisor and custodian. See **NOTE 4** for a discussion of fair value measurements.

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

Payment of Benefits

Benefit payments to participants are recorded upon distribution.

Expenses

Certain expenses of maintaining the Plan are paid by the Plan unless otherwise paid by the Company. Expenses that are paid by the Company are excluded from these financial statements. Administrative functions are performed by officers or employees of the Company but receive no compensation from the Plan. Certain expenses incurred in connection with the general administration of the Plan that are paid by the Plan are recorded as deductions in the accompanying statement of changes in net assets available for benefits. In addition, certain investment-related expenses are included in net appreciation in the fair value of investments and maturity.

CONTINENTAL CARBON COMPANY
RETIREMENT SAVINGS PLAN FOR NON BARGAINING EMPLOYEES
NOTES TO FINANCIAL STATEMENTS
December 31, 2023 and 2022

Use of 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 the reported amounts of net assets available for benefits and changes therein, as well as the disclosure of contingent assets and liabilities. Actual results could differ from those estimates.

Recent Accounting Pronouncements

The Plan has adopted all recent accounting pronouncements issued by the FASB (including its Emerging Issues Task Force) and the American Institute of Certified Public Accountants that are believed by management to have a material impact on the Plan's present or future financial statements.

NOTE 3: INFORMATION CERTIFIED BY FIDELITY MANAGEMENT TRUST COMPANY, UNAUDITED

The Plan Administrator has elected the method of compliance permitted by 29 CFR 2520.103-8 of the Department of Labor's (DOL) Rules and Regulations for Reporting and Disclosure under ERISA. Accordingly, Fidelity Management Trust Company, the custodian of the Plan, has certified to the completeness and accuracy of all investments and notes receivable reported in the accompanying Statements of Net Assets Available for Benefits as of December 31, 2023 and 2022, and the Schedule H, Line 4(i) - Schedule of Assets (Held at End of Year) as of December 31, 2023, and the related investment activity reported in the Statement of Changes in Net Assets Available for Benefits for the year ended December 31, 2023.

NOTE 4: FAIR VALUE MEASUREMENTS

ASC 820, *Fair Value Measurements*, establishes a framework for measuring fair value. That framework provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1 measurements) and the lowest priority to unobservable inputs (Level 3 measurements). The three levels of the fair value hierarchy under ASC 820 are described below:

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

Level 2 - Inputs to the valuation methodology include:

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

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

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

CONTINENTAL CARBON COMPANY
RETIREMENT SAVINGS PLAN FOR NON BARGAINING EMPLOYEES
NOTES TO FINANCIAL STATEMENTS
December 31, 2023 and 2022

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

The following describes valuation methodologies used for assets at fair value. There have been no changes in the methodologies used at December 31, 2023 and 2022.

Money market funds: Valued at the book or cost basis which equates to fair value.

Mutual funds: Valued at the net asset value ("NAV") of shares held by the Plan at the closing price reported on an active market.

Common collective trust funds: Valued using NAV as the practical expedient for fair value, with NAV being determined based on the fair value of the underlying investments held by the fund.

The methods 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 market participants, the use of different methodologies or assumptions to determine the fair value could result in a different fair value measurement at the reporting date.

The following tables are set forth by level, within the fair value hierarchy, the Plan's assets at fair value as of December 31, 2023 and 2022.

Assets at Fair Value as of December 31, 2023				
	Level 1	Level 2	Level 3	Total
Money market funds	\$ 391,276	\$ -	\$ -	\$ 391,276
Mutual funds	19,629,288	-	-	19,629,288
Total	<u>\$ 20,020,564</u>	<u>\$ -</u>	<u>\$ -</u>	<u>20,020,564</u>
Investments measured using net asset value per share practical expedient^(a)				<u>1,169,888</u>
Total investments at fair value				<u>\$ 21,190,452</u>

Assets at Fair Value as of December 31, 2022				
	Level 1	Level 2	Level 3	Total
Money market funds	\$ 676,048	\$ -	\$ -	\$ 676,048
Mutual funds	19,280,094	-	-	19,280,094
Total	<u>\$ 19,956,142</u>	<u>\$ -</u>	<u>\$ -</u>	<u>19,956,142</u>
Investments measured using net asset value per share practical expedient^(a)				<u>1,028,814</u>
Total investments at fair value				<u>\$ 20,984,956</u>

^(a) In accordance with Subtopic 820-10, certain investments that were measured at net asset value per share (or its equivalent) have not been classified in the fair value hierarchy. The fair value amounts presented in this table are intended to permit the reconciliation of the fair value hierarchy to the line items presented in the statement of net assets available for benefits.

CONTINENTAL CARBON COMPANY
RETIREMENT SAVINGS PLAN FOR NON BARGAINING EMPLOYEES
NOTES TO FINANCIAL STATEMENTS
December 31, 2023 and 2022

The following tables summarize investments for which fair value is measured using the net asset value (NAV) per share practical expedient as of December 31, 2023 and 2022:

2023				
	Fair Value	Unfunded Commitment	Redemption Frequency	Redemption Notice Period
Common collective trust	\$ 1,169,888	\$0	Daily	Daily
Total	<u>\$ 1,169,888</u>			

2022				
	Fair Value	Unfunded Commitment	Redemption Frequency	Redemption Notice Period
Common collective trust	\$ 1,028,814	\$0	Daily	Daily
Total	<u>\$ 1,028,814</u>			

NOTE 5: PARTIES-IN-INTEREST

Certain Plan investments are mutual funds managed by Fidelity Investments. Fidelity Management Trust Company is the custodian as defined by the Plan, and therefore, these transactions qualify as party-in-interest transactions. Investment fees paid to parties in interest are netted against investment returns.

NOTE 6: INCOME TAX MATTERS

Effective March 15, 2021, the Plan was restated as required by the IRS Cycle 3 Mandate and adopted a non-standardized pre-approved profit-sharing plan sponsored by Fidelity Management & Research Company. The restatement did not have a significant impact on the Plan's operations. The non-standardized pre-approved profit-sharing plan has received an advisory letter from the Internal Revenue Service (the "IRS") regarding the volume submitter plan's qualified status. The non-standardized pre-approved profit-sharing plan advisory letter has been relied upon by this Plan. The Plan Administrator believes the Plan is designed and is being operated in compliance with the applicable requirements of the Internal Revenue Code.

Accounting principles generally accepted in the United States of America require Plan management to evaluate tax positions taken by the Plan and recognize a tax liability if the Company has taken an uncertain position that is more likely than not would not be sustained upon examination. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

NOTE 7: RISKS AND UNCERTAINTIES

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

CONTINENTAL CARBON COMPANY
RETIREMENT SAVINGS PLAN FOR NON BARGAINING EMPLOYEES
NOTES TO FINANCIAL STATEMENTS
December 31, 2023 and 2022

NOTE 8: NONEXEMPT TRANSACTIONS

During the year ended December 31, 2023, the Plan sponsor inadvertently failed to deposit \$108,227 of participant deferrals within the required timeframe as stated by the United States Department of Labor (DOL) regulations. The Plan sponsor will reimburse the plan for lost interest in the amount of approximately \$217.

NOTE 9: TRANSFER OF PLAN ASSETS

During the year ended December 31, 2023, employees participating in the Continental Carbon Company Retirement Savings Plan for Bargaining Employees transferred to Non Bargaining positions within the Company and transferred their assets from the Continental Carbon Company Retirement Savings Plan for Bargaining Employees to Continental Carbon Company Retirement Savings Plan For Non Bargaining Employees. Transfers as of December 31, 2023, were \$43,755.

NOTE 10: RECONCILIATION OF FINANCIAL STATEMENTS TO THE FORM 5500

The following is a reconciliation of net assets available for benefits per the financial statements to Form 5500 as of December 31,:

	<u>2023</u>		<u>2022</u>
Net assets available for benefits according to the financial statements	\$ 21,552,284	\$	21,424,185
Employee contributions receivable	(29,712)		(28,667)
Employer contributions receivable	(23,145)		(32,285)
Corrective contributions refund payable	<u>-</u>		<u>21,529</u>
 Net assets available for benefits according to the Form 5500	 \$ <u>21,499,427</u>	 \$	 <u>21,384,762</u>

CONTINENTAL CARBON COMPANY
RETIREMENT SAVINGS PLAN FOR NON BARGAINING EMPLOYEES
NOTES TO FINANCIAL STATEMENTS
December 31, 2023 and 2022

The following is a reconciliation of the increase in net assets available for benefits according to the financial statements to Form 5500 for the year ended December 31, 2023 and 2022:

	<u>2023</u>	<u>2022</u>
Increase in net assets available for benefits according to the financial statements	\$ 84,344	\$ (5,900,097)
Plus: Prior year contributions receivable included in Form 5500	60,952	18,763
Plus: Adjustment for prior year excess contributions payable	21,529	(21,529)
Plus: other adjustment to roll net assets	82	(82)
Less: End of year contributions receivable not included in Form 5500	<u>(52,857)</u>	<u>(60,952)</u>
Increase in net assets available for benefits according to the Form 5500	\$ <u>114,050</u>	\$ <u>(5,963,897)</u>
Employee contributions according to the financial statements	\$ 854,503	
Plus: Prior year contributions receivable	28,667	
Current year contributions receivable	<u>(29,712)</u>	
Employer contributions according to the Form 5500	\$ <u>853,458</u>	
Employer contributions according to the financial statements	\$ 584,755	
Plus: Prior year contributions receivable	32,285	
Less: Excess contributions payable	-	
Less: Other	-	
Current year contributions receivable	<u>(23,145)</u>	
Employer contributions according to the Form 5500	\$ <u><u>593,895</u></u>	

SUPPLEMENTARY INFORMATION

CONTINENTAL CARBON COMPANY
RETIREMENT SAVINGS PLAN FOR NON BARGAINING EMPLOYEES

EIN: 76-0471782

Plan Number: 008

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

December 31, 2023

(a)	Identify of Issuer, Borrower, Lessor, or Similar Party (b)	Description of Investment, Including Maturity Date, Rate of Interest, Collateral Par or Maturity (c)	Cost (d)	Current Value (e)
	VANG TARGET RET 2055	Target-Date 2055 (11,973 units)	❖	\$ 593,743
	DODGE & COX INCOME I	Intermediate Core-Plus Bond (93,614 units)	❖	1,181,413
	VANG STRATEGIC EQ	Mid Cap Blend (18,849 units)	❖	647,639
	VANG TARGET RET 2065	Target-Date 2065 (2,432 units)	❖	72,825
	TRP GROWTH STOCK I	Large Growth (9,284 units)	❖	806,354
	NB GENESIS R6	Small Growth (9,077 units)	❖	553,975
	VANG TARGET RET 2020	Target-Date 2020 (6,637 units)	❖	178,329
	VANG TARGET RET 2030	Target-Date 2030 (11,862 units)	❖	420,753
	VANG TARGET RET 2040	Target-Date 2040 (7,714 units)	❖	303,166
	VANG TARGET RET 2050	Target-Date 2050 (9,269 units)	❖	411,908
	PGIM J GROWTH Z	Large Growth (79,518 units)	❖	4,658,138
	VANG WINDSOR II ADM	Large Value (6,039 units)	❖	459,293
	VANG EXPLORER ADM	Small Growth (2,138 units)	❖	220,714
	VANG VMMR-FED MMKT	Money Market Fund (391,276 units)	❖	391,276
	AS DISC SMID CPGR R6	Mid Cap Growth (22,247 units)	❖	638,941
	VANG TARGET RET INC	Target-Date Retirement (209 units)	❖	2,714
	VANG TARGET RET 2025	Target-Date 2025 (12,579 units)	❖	231,199
	VANG TARGET RET 2035	Target-Date 2035 (21,559 units)	❖	476,896
	VANG TARGET RET 2045	Target-Date 2045 (24,334 units)	❖	648,745
	PUTNAM STABLE VALUE	Collective Investment Trust (1,169,888 units)	❖	1,169,888
	AS SPL MID CP VAL R6	Mid Cap Value (23,156 units)	❖	1,065,390
	AS SPL SM CAP VAL R6	Small Value (2,589 units)	❖	106,886
	VANG TARGET RET 2060	Target-Date 2060 (5,409 units)	❖	247,157
	INVS DEVELOP MKT R6	Diversified Emerging Markets (1,583 units)	❖	61,052
*	FID PURITAN K	Allocation--50% to 70% Equity (45,723 units)	❖	1,063,984
*	FID US BOND IDX	Intermediate Core Bond (7,276 units)	❖	75,889
*	FID 500 INDEX	US Equity Large Cap Blend (19,515 units)	❖	3,229,460
*	FID MID CAP IDX	US Equity Mid Cap (15,895 units)	❖	476,070
*	FID SM CAP IDX	US Equity Small Cap (15,132 units)	❖	378,911
*	FID INTL INDEX	Foreign Large Blend (300 units)	❖	14,201
*	FID INTL CAP APPR K6	Foreign Large Growth (26,375 units)	❖	403,543
*	Participants	Participant loans with interest from 4.25% to 9.5% and maturities from January 2024 to October 2032		308,975
				<u>\$ 21,499,427</u>
*	Represents a party-in-interest			
❖	Cost omitted for participant directed investments			

The above information has been certified by Fidelity Management Trust Company,
the Plan custodian, as complete and accurate.

The accompanying notes are an integral part of this schedule.

CONTINENTAL CARBON COMPANY
RETIREMENT SAVINGS PLAN FOR NON BARGAINING EMPLOYEES

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

EIN: 76-0471782
Plan Number: 008

For the Year Ended December 31, 2023

<u>Participant Contributions Transferred Late to Plan</u>	<u>Total that Constitute Nonexempt Prohibited Transactions</u>			
	Contributions Not Corrected	Contributions Corrected Outside VFCP	Contributions Pending Correction in VFCP	Total Fully Corrected Under VFCP and PTE 2002-51
\$ 39,260	\$ -	\$ -	\$ 39,260	\$ -
36,706	-	-	36,706	-
32,261	-	-	32,261	-
<u>\$ 108,227</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 108,227</u>	<u>\$ -</u>

The accompanying notes are an integral part of this schedule.