

<b>Form 5500</b>  Department of the Treasury Internal Revenue Service  Department of Labor Employee Benefits Security Administration  Pension Benefit Guaranty Corporation	<b>Annual Return/Report of Employee Benefit Plan</b>  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).  <b>▶ Complete all entries in accordance with the instructions to the Form 5500.</b>	OMB Nos. 1210-0110 1210-0089  <div style="font-size: 24pt; font-weight: bold; text-align: center;">2024</div>  <b>This Form is Open to Public Inspection</b>
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<b>Part I</b>	<b>Annual Report Identification Information</b>
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For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024

**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) \_\_\_\_\_

**B** This return/report is:     the first return/report     the final return/report  
     an amended return/report     a short plan year return/report (less than 12 months)

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

**D** Check box if filing under:     Form 5558     automatic extension     the DFVC program  
     special extension (enter description)

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

<b>Part II</b>	<b>Basic Plan Information—enter all requested information</b>
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<b>1a</b> Name of plan <u>KAO AMERICA INC. PENSION PLAN</u>	<b>1b</b> Three-digit plan number (PN) ▶ <u>002</u>
<b>2a</b> Plan sponsor's name (employer, if for a single-employer plan) Mailing address (include room, apt., suite no. and street, or P.O. Box) City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions) <u>KAO AMERICA INC.</u>  <u>2535 SPRING GROVE AVE</u> <u>CINCINNATI, OH 45214-1729</u>	<b>1c</b> Effective date of plan <u>01/01/1992</u>  <b>2b</b> Employer Identification Number (EIN) <u>52-2064483</u>  <b>2c</b> Plan Sponsor's telephone number <u>513-421-1400</u>  <b>2d</b> Business code (see instructions) <u>325600</u>

**Caution: A penalty for the late or incomplete filing of this return/report will be assessed unless reasonable cause is established.**

Under penalties of perjury and other penalties set forth in the instructions, I declare that I have examined this return/report, including accompanying schedules, statements and attachments, as well as the electronic version of this return/report, and to the best of my knowledge and belief, it is true, correct, and complete.

<b>SIGN HERE</b>	Filed with authorized/valid electronic signature.	10/09/2025	JILL ADLER
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
<b>SIGN HERE</b>			
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
<b>SIGN HERE</b>			
	Signature of DFE	Date	Enter name of individual signing as DFE

<b>3a</b> Plan administrator's name and address <input checked="" type="checkbox"/> Same as Plan Sponsor	<b>3b</b> Administrator's EIN	
	<b>3c</b> Administrator's telephone number	
<b>4</b> 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: <b>a</b> Sponsor's name <b>c</b> Plan Name	<b>4b</b> EIN	
	<b>4d</b> PN	
<b>5</b> Total number of participants at the beginning of the plan year	<b>5</b>	1982
<b>6</b> Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines <b>6a(1)</b> , <b>6a(2)</b> , <b>6b</b> , <b>6c</b> , and <b>6d</b> ). <b>a(1)</b> Total number of active participants at the beginning of the plan year ..... <b>a(2)</b> Total number of active participants at the end of the plan year ..... <b>b</b> Retired or separated participants receiving benefits..... <b>c</b> Other retired or separated participants entitled to future benefits ..... <b>d</b> Subtotal. Add lines <b>6a(2)</b> , <b>6b</b> , and <b>6c</b> ..... <b>e</b> Deceased participants whose beneficiaries are receiving or are entitled to receive benefits. .... <b>f</b> Total. Add lines <b>6d</b> and <b>6e</b> ..... <b>g(1)</b> Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item) ..... <b>g(2)</b> Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item) ..... <b>h</b> Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested.....	<b>6a(1)</b>	591
	<b>6a(2)</b>	547
	<b>6b</b>	522
	<b>6c</b>	763
	<b>6d</b>	1832
	<b>6e</b>	167
	<b>6f</b>	1999
	<b>6g(1)</b>	
<b>6g(2)</b>		
<b>6h</b>		0
<b>7</b> Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item) .....	<b>7</b>	

**8a** If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions:  
1A 1C 3H

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

<b>9a</b> Plan funding arrangement (check all that apply)	<b>9b</b> Plan benefit arrangement (check all that apply)
(1) <input type="checkbox"/> Insurance	(1) <input type="checkbox"/> Insurance
(2) <input type="checkbox"/> Code section 412(e)(3) insurance contracts	(2) <input type="checkbox"/> Code section 412(e)(3) insurance contracts
(3) <input checked="" type="checkbox"/> Trust	(3) <input checked="" type="checkbox"/> Trust
(4) <input type="checkbox"/> General assets of the sponsor	(4) <input type="checkbox"/> General assets of the sponsor

**10** Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)

<b>a Pension Schedules</b>	<b>b General Schedules</b>
(1) <input checked="" type="checkbox"/> <b>R</b> (Retirement Plan Information)	(1) <input checked="" type="checkbox"/> <b>H</b> (Financial Information)
(2) <input type="checkbox"/> <b>MB</b> (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary	(2) <input type="checkbox"/> <b>I</b> (Financial Information – Small Plan)
(3) <input checked="" type="checkbox"/> <b>SB</b> (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary	(3) <input type="checkbox"/> <b>A</b> (Insurance Information) – Number Attached <u>0</u>
(4) <input type="checkbox"/> <b>DCG</b> (Individual Plan Information) – Number Attached _____	(4) <input checked="" type="checkbox"/> <b>C</b> (Service Provider Information)
(5) <input type="checkbox"/> <b>MEP</b> (Multiple-Employer Retirement Plan Information)	(5) <input type="checkbox"/> <b>D</b> (DFE/Participating Plan Information)
	(6) <input type="checkbox"/> <b>G</b> (Financial Transaction Schedules)

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

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**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.

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**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 2024 Form M-1 annual report. If the plan was not required to file the 2024 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 \_\_\_\_\_

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<b>SCHEDULE SB</b> <b>(Form 5500)</b>  <small>Department of the Treasury Internal Revenue Service</small>  <small>Department of Labor Employee Benefits Security Administration</small>  <small>Pension Benefit Guaranty Corporation</small>	<b>Single-Employer Defined Benefit Plan</b> <b>Actuarial Information</b>  This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code).  <b>▶ File as an attachment to Form 5500 or 5500-SF.</b>	<small>OMB No. 1210-0110</small>  <b>2024</b>  <b>This Form is Open to Public Inspection</b>
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For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024

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

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

**Part I Basic Information**

<b>1</b>	Enter the valuation date: Month <u>01</u> Day <u>01</u> Year <u>2024</u>		
<b>2</b>	Assets:		
	<b>a</b> Market value .....	<b>2a</b>	<u>124105391</u>
	<b>b</b> Actuarial value .....	<b>2b</b>	<u>132666211</u>
<b>3</b>	Funding target/participant count breakdown	(1) Number of participants	(2) Vested Funding Target
	<b>a</b> For retired participants and beneficiaries receiving payment .....	<u>621</u>	<u>47747561</u>
	<b>b</b> For terminated vested participants .....	<u>784</u>	<u>25485608</u>
	<b>c</b> For active participants .....	<u>591</u>	<u>33600332</u>
	<b>d</b> Total .....	<u>1996</u>	<u>106833501</u>
<b>4</b>	If the plan is in at-risk status, check the box and complete lines (a) and (b)..... <input type="checkbox"/>		
	<b>a</b> Funding target disregarding prescribed at-risk assumptions .....	<b>4a</b>	
	<b>b</b> Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor .....	<b>4b</b>	
<b>5</b>	Effective interest rate .....	<b>5</b>	<u>5.17 %</u>
<b>6</b>	Target normal cost		
	<b>a</b> Present value of current plan year accruals .....	<b>6a</b>	<u>0</u>
	<b>b</b> Expected plan-related expenses .....	<b>6b</b>	<u>600788</u>
	<b>c</b> Target normal cost .....	<b>6c</b>	<u>600788</u>

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

<b>SIGN HERE</b>  <u>JASEN DASHNER</u> Signature of actuary  <u>MERCER</u> Type or print name of actuary  <u>325 JOHN H. MCCONNELL BLVD, STE 350</u> <u>COLUMBUS, OH 43215</u>  Address of the firm	<u>06/16/2025</u> Date  <u>23-08408</u> Most recent enrollment number  <u>614-227-5528</u> Telephone number (including area code)
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If the actuary has not fully reflected any regulation or ruling promulgated under the statute in completing this schedule, check the box and see instructions

<b>Part II Beginning of Year Carryover and Prefunding Balances</b>		(a) Carryover balance	(b) Prefunding balance
<b>7</b>	Balance at beginning of prior year after applicable adjustments (line 13 from prior year) .....	0	40848904
<b>8</b>	Portion elected for use to offset prior year's funding requirement (line 35 from prior year) .....	0	1582865
<b>9</b>	Amount remaining (line 7 minus line 8) .....	0	39266039
<b>10</b>	Interest on line 9 using prior year's actual return of <u>10.67</u> % .....	0	4189686
<b>11</b>	Prior year's excess contributions to be added to prefunding balance:		
	<b>a</b> Present value of excess contributions (line 38a from prior year) .....		0
	<b>b(1)</b> Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of <u>5.25</u> % .....		0
	<b>b(2)</b> Interest on line 38b from prior year Schedule SB, using prior year's actual return .....		
	<b>c</b> Total available at beginning of current plan year to add to prefunding balance .....		0
	<b>d</b> Portion of (c) to be added to prefunding balance .....		
<b>12</b>	Other reductions in balances due to elections or deemed elections .....	0	0
<b>13</b>	Balance at beginning of current year (line 9 + line 10 + line 11d – line 12) .....	0	43455725

<b>Part III Funding Percentages</b>			
<b>14</b>	Funding target attainment percentage .....	<b>14</b>	83.15 %
<b>15</b>	Adjusted funding target attainment percentage .....	<b>15</b>	123.65 %
<b>16</b>	Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to reduce current year's funding requirement .....	<b>16</b>	85.78 %
<b>17</b>	If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage .....	<b>17</b>	%

<b>Part IV Contributions and Liquidity Shortfalls</b>					
<b>18</b> Contributions made to the plan for the plan year by employer(s) and employees:					
(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees	(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees
<b>Totals ▶</b>			<b>18(b)</b>	0	<b>18(c)</b> 0

<b>19</b> Discounted employer contributions – see instructions for small plan with a valuation date after the beginning of the year:			
<b>a</b> Contributions allocated toward unpaid minimum required contributions from prior years .....	<b>19a</b>	0	
<b>b</b> Contributions made to avoid restrictions adjusted to valuation date .....	<b>19b</b>	0	
<b>c</b> Contributions allocated toward minimum required contribution for current year adjusted to valuation date .....	<b>19c</b>	0	
<b>20</b> Quarterly contributions and liquidity shortfalls:			
<b>a</b> Did the plan have a "funding shortfall" for the prior year? .....	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No		
<b>b</b> If line 20a is "Yes," were required quarterly installments for the current year made in a timely manner? .....	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No		
<b>c</b> If line 20a is "Yes," see instructions and complete the following table as applicable:			
Liquidity shortfall as of end of quarter of this plan year			
(1) 1st	(2) 2nd	(3) 3rd	(4) 4th
0	0	0	0

<b>Part V Assumptions Used to Determine Funding Target and Target Normal Cost</b>			
<b>21</b> Discount rate:			
<b>a</b> Segment rates:	1st segment: 4.75 %	2nd segment: 4.96 %	<input type="checkbox"/> N/A, full yield curve used
<b>b</b> Applicable month (enter code) .....			<b>21b</b> 0
<b>22</b> Weighted average retirement age .....			<b>22</b> 64
<b>23</b> Mortality table(s) (see instructions) <input type="checkbox"/> Prescribed - combined <input checked="" type="checkbox"/> Prescribed - separate <input type="checkbox"/> Substitute			

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

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

<b>Part VIII Minimum Required Contribution For Current Year</b>			
<b>31</b> Target normal cost and excess assets (see instructions):			
<b>a</b> Target normal cost (line 6c) .....	<b>31a</b>	600788	
<b>b</b> Excess assets, if applicable, but not greater than line 31a .....	<b>31b</b>	0	
<b>32</b> Amortization installments:	Outstanding Balance	Installment	
<b>a</b> Net shortfall amortization installment .....	18073586	1716221	
<b>b</b> Waiver amortization installment.....	0	0	
<b>33</b> If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____) and the waived amount .....	<b>33</b>		
<b>34</b> Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33).....	<b>34</b>	2317009	
	Carryover balance	Prefunding balance	Total balance
<b>35</b> Balances elected for use to offset funding requirement .....	0	2317009	2317009
<b>36</b> Additional cash requirement (line 34 minus line 35) .....	<b>36</b>	0	
<b>37</b> Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c) .....	<b>37</b>	0	
<b>38</b> Present value of excess contributions for current year (see instructions)			
<b>a</b> Total (excess, if any, of line 37 over line 36)	<b>38a</b>	0	
<b>b</b> Portion included in line 38a attributable to use of prefunding and funding standard carryover balances.....	<b>38b</b>		
<b>39</b> Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37) .....	<b>39</b>	0	
<b>40</b> Unpaid minimum required contributions for all years .....	<b>40</b>	0	

<b>Part IX Pension Funding Relief Under the American Rescue Plan Act of 2021 (See Instructions)</b>			
<b>41</b> If an election was made to use the extended amortization rule for a plan year beginning on or before December 31, 2021, check the box to indicate the first plan year for which the rule applies. <input type="checkbox"/> 2019 <input type="checkbox"/> 2020 <input checked="" type="checkbox"/> 2021			

<b>SCHEDULE C</b> <b>(Form 5500)</b>  <small>Department of the Treasury Internal Revenue Service</small>  <small>Department of Labor Employee Benefits Security Administration</small>  <small>Pension Benefit Guaranty Corporation</small>	<b>Service Provider Information</b>  This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA).  <b>▶ File as an attachment to Form 5500.</b>	<small>OMB No. 1210-0110</small>  <b>2024</b>  <b>This Form is Open to Public Inspection.</b>
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For calendar plan year 2024 or fiscal plan year beginning **01/01/2024** and ending **12/31/2024**

<b>A</b> Name of plan <b>KAO AMERICA INC. PENSION PLAN</b>	<b>B</b> Three-digit plan number (PN) ▶	<b>002</b>
<b>C</b> Plan sponsor's name as shown on line 2a of Form 5500 <b>KAO AMERICA INC.</b>	<b>D</b> Employer Identification Number (EIN) <b>52-2064483</b>	

**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).....  Yes  No

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

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

**JOHN HANCOCK RETIREMENT PLAN SVCS**

**01-0233346**

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

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**(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)

MERCER

99 HIGH STREET  
BOSTON, MA 02110

(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?
11	NONE	274660	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

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

JOHN HANCOCK

01-0233346

(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?
15 64	NONE	58962	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	0	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>

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

TAFT STETTINIUS & HOLLISTER LLP

200 MASSACHUSETTS AVENUE NW  
SUITE 500  
WASHINGTON, DC 20001

(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?
29	NONE	46281	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

**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)

NEPC LLC

225 FRANKLIN STREET  
29TH FLOOR  
BOSTON, MA 02110

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
27	NONE	32673	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

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

CROWE LLP

35-0921680

(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?
10	NONE	6563	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

(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 <input type="checkbox"/> No <input type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

**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.

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

**Part II Service Providers Who Fail or Refuse to Provide Information**

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

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

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

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

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

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

<b>(a)</b> Enter name and EIN or address of service provider (see instructions)	<b>(b)</b> Nature of Service Code(s)	<b>(c)</b> 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)

<b>a</b> Name:	<b>b</b> EIN:
<b>c</b> Position:	
<b>d</b> Address:	<b>e</b> Telephone:

Explanation:

<b>a</b> Name:	<b>b</b> EIN:
<b>c</b> Position:	
<b>d</b> Address:	<b>e</b> Telephone:

Explanation:

<b>a</b> Name:	<b>b</b> EIN:
<b>c</b> Position:	
<b>d</b> Address:	<b>e</b> Telephone:

Explanation:

<b>a</b> Name:	<b>b</b> EIN:
<b>c</b> Position:	
<b>d</b> Address:	<b>e</b> Telephone:

Explanation:

<b>a</b> Name:	<b>b</b> EIN:
<b>c</b> Position:	
<b>d</b> Address:	<b>e</b> Telephone:

Explanation:

<b>SCHEDULE H</b> <b>(Form 5500)</b>  <small>Department of the Treasury Internal Revenue Service</small>  <small>Department of Labor Employee Benefits Security Administration</small>  <small>Pension Benefit Guaranty Corporation</small>	<b>Financial Information</b>  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).  <b>▶ File as an attachment to Form 5500.</b>	<small>OMB No. 1210-0110</small>  <b>2024</b>  <b>This Form is Open to Public Inspection</b>
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For calendar plan year 2024 or fiscal plan year beginning <b>01/01/2024</b> and ending <b>12/31/2024</b>	
<b>A</b> Name of plan <b>KAO AMERICA INC. PENSION PLAN</b>	<b>B</b> Three-digit plan number (PN) ▶ <b>002</b>
<b>C</b> Plan sponsor's name as shown on line 2a of Form 5500 <b>KAO AMERICA INC.</b>	<b>D</b> Employer Identification Number (EIN) <b>52-2064483</b>

<b>Part I</b>	<b>Asset and Liability Statement</b>
---------------	--------------------------------------

**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.

		(a) Beginning of Year	(b) End of Year
<b>a</b> Total noninterest-bearing cash .....	<b>1a</b>	396372	397687
<b>b</b> Receivables (less allowance for doubtful accounts):			
<b>(1)</b> Employer contributions .....	<b>1b(1)</b>		
<b>(2)</b> Participant contributions .....	<b>1b(2)</b>		
<b>(3)</b> Other .....	<b>1b(3)</b>	0	4056000
<b>c</b> General investments:			
<b>(1)</b> Interest-bearing cash (include money market accounts & certificates of deposit) .....	<b>1c(1)</b>		
<b>(2)</b> U.S. Government securities .....	<b>1c(2)</b>		
<b>(3)</b> Corporate debt instruments (other than employer securities):			
<b>(A)</b> Preferred .....	<b>1c(3)(A)</b>		
<b>(B)</b> All other .....	<b>1c(3)(B)</b>		
<b>(4)</b> Corporate stocks (other than employer securities):			
<b>(A)</b> Preferred .....	<b>1c(4)(A)</b>		
<b>(B)</b> Common .....	<b>1c(4)(B)</b>		
<b>(5)</b> Partnership/joint venture interests .....	<b>1c(5)</b>		
<b>(6)</b> Real estate (other than employer real property) .....	<b>1c(6)</b>		
<b>(7)</b> Loans (other than to participants) .....	<b>1c(7)</b>		
<b>(8)</b> Participant loans .....	<b>1c(8)</b>		
<b>(9)</b> Value of interest in common/collective trusts .....	<b>1c(9)</b>		
<b>(10)</b> Value of interest in pooled separate accounts .....	<b>1c(10)</b>		
<b>(11)</b> Value of interest in master trust investment accounts .....	<b>1c(11)</b>		
<b>(12)</b> Value of interest in 103-12 investment entities .....	<b>1c(12)</b>		
<b>(13)</b> Value of interest in registered investment companies (e.g., mutual funds) .....	<b>1c(13)</b>	123709019	120262452
<b>(14)</b> Value of funds held in insurance company general account (unallocated contracts) .....	<b>1c(14)</b>		
<b>(15)</b> Other .....	<b>1c(15)</b>		

<b>1d</b> Employer-related investments:		(a) Beginning of Year	(b) End of Year
(1) Employer securities.....	<b>1d(1)</b>		
(2) Employer real property.....	<b>1d(2)</b>		
<b>e</b> Buildings and other property used in plan operation.....	<b>1e</b>		
<b>f</b> Total assets (add all amounts in lines 1a through 1e).....	<b>1f</b>	124105391	124716139
<b>Liabilities</b>			
<b>g</b> Benefit claims payable.....	<b>1g</b>		
<b>h</b> Operating payables.....	<b>1h</b>		
<b>i</b> Acquisition indebtedness.....	<b>1i</b>		
<b>j</b> Other liabilities.....	<b>1j</b>	0	1590000
<b>k</b> Total liabilities (add all amounts in lines 1g through 1j).....	<b>1k</b>	0	1590000
<b>Net Assets</b>			
<b>l</b> Net assets (subtract line 1k from line 1f).....	<b>1l</b>	124105391	123126139

**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.

<b>Income</b>		(a) Amount	(b) Total
<b>a Contributions:</b>			
(1) Received or receivable in cash from: <b>(A)</b> Employers.....	<b>2a(1)(A)</b>		
<b>(B)</b> Participants.....	<b>2a(1)(B)</b>		
<b>(C)</b> Others (including rollovers).....	<b>2a(1)(C)</b>		
(2) Noncash contributions.....	<b>2a(2)</b>		
(3) Total contributions. Add lines <b>2a(1)(A)</b> , <b>(B)</b> , <b>(C)</b> , and line <b>2a(2)</b> .....	<b>2a(3)</b>		0
<b>b Earnings on investments:</b>			
<b>(1) Interest:</b>			
<b>(A)</b> Interest-bearing cash (including money market accounts and certificates of deposit).....	<b>2b(1)(A)</b>		
<b>(B)</b> U.S. Government securities.....	<b>2b(1)(B)</b>		
<b>(C)</b> Corporate debt instruments.....	<b>2b(1)(C)</b>		
<b>(D)</b> Loans (other than to participants).....	<b>2b(1)(D)</b>		
<b>(E)</b> Participant loans.....	<b>2b(1)(E)</b>		
<b>(F)</b> Other.....	<b>2b(1)(F)</b>		
<b>(G)</b> Total interest. Add lines <b>2b(1)(A)</b> through <b>(F)</b> .....	<b>2b(1)(G)</b>		0
<b>(2) Dividends:</b>			
<b>(A)</b> Preferred stock.....	<b>2b(2)(A)</b>		
<b>(B)</b> Common stock.....	<b>2b(2)(B)</b>		
<b>(C)</b> Registered investment company shares (e.g. mutual funds).....	<b>2b(2)(C)</b>	9101158	
<b>(D)</b> Total dividends. Add lines <b>2b(2)(A)</b> , <b>(B)</b> , and <b>(C)</b> .....	<b>2b(2)(D)</b>		
(3) Rents.....	<b>2b(3)</b>		
<b>(4) Net gain (loss) on sale of assets:</b>			
<b>(A)</b> Aggregate proceeds.....	<b>2b(4)(A)</b>		
<b>(B)</b> Aggregate carrying amount (see instructions).....	<b>2b(4)(B)</b>		
<b>(C)</b> Subtract line <b>2b(4)(B)</b> from line <b>2b(4)(A)</b> and enter result.....	<b>2b(4)(C)</b>		
<b>(5) Unrealized appreciation (depreciation) of assets:</b>			
<b>(A)</b> Real estate.....	<b>2b(5)(A)</b>		
<b>(B)</b> Other.....	<b>2b(5)(B)</b>		
<b>(C)</b> Total unrealized appreciation of assets. Add lines <b>2b(5)(A)</b> and <b>(B)</b> .....	<b>2b(5)(C)</b>		

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts .....	2b(6)		
(7) Net investment gain (loss) from pooled separate accounts .....	2b(7)		
(8) Net investment gain (loss) from master trust investment accounts .....	2b(8)		
(9) Net investment gain (loss) from 103-12 investment entities .....	2b(9)		
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds) .....	2b(10)		-7762
<b>c</b> Other income .....	2c		
<b>d</b> Total income. Add all <b>income</b> amounts in column (b) and enter total.....	2d		9093396

**Expenses**

<b>e</b> Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers.....	2e(1)	7862721	
(2) To insurance carriers for the provision of benefits .....	2e(2)		
(3) Other.....	2e(3)		
(4) Total benefit payments. Add lines 2e(1) through (3) .....	2e(4)		7862721
<b>f</b> Corrective distributions (see instructions) .....	2f		
<b>g</b> Certain deemed distributions of participant loans (see instructions).....	2g		
<b>h</b> Interest expense.....	2h		
<b>i</b> Administrative expenses:			
(1) Salaries and allowances .....	2i(1)		
(2) Contract administrator fees .....	2i(2)	58962	
(3) Recordkeeping fees .....	2i(3)		
(4) IQPA audit fees .....	2i(4)	6563	
(5) Investment advisory and investment management fees .....	2i(5)	32673	
(6) Bank or trust company trustee/custodial fees .....	2i(6)		
(7) Actuarial fees .....	2i(7)	274660	
(8) Legal fees .....	2i(8)	46281	
(9) Valuation/appraisal fees .....	2i(9)		
(10) Other trustee fees and expenses .....	2i(10)		
(11) Other expenses.....	2i(11)	1790788	
(12) Total administrative expenses. Add lines 2i(1) through (11) .....	2i(12)		2209927
<b>j</b> Total expenses. Add all <b>expense</b> amounts in column (b) and enter total.....	2j		10072648

**Net Income and Reconciliation**

<b>k</b> Net income (loss). Subtract line 2j from line 2d.....	2k		-979252
<b>l</b> Transfers of assets:			
(1) To this plan.....	2l(1)		
(2) From this plan .....	2l(2)		

**Part III Accountant's Opinion**

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

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

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

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

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

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

(1) Name: CROWE LLP

(2) EIN: 35-0921680

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

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

**Part IV Compliance Questions**

**4** CCTs and PSAs do not complete Part IV. MTIAs, 103-12 IEs, and GIAs do not complete lines 4a, 4e, 4f, 4g, 4h, 4k, 4m, 4n, or 5. 103-12 IEs also do not complete lines 4j and 4l. MTIAs also do not complete line 4l. DCGs do not complete lines 4e, 4f, 4k, 4l, and 5, and DCGs generally complete the rest of Part IV collectively for all plans in the DCG, except as otherwise provided (see instructions).

During the plan year:

	Yes	No	Amount
<b>a</b> 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.)		X	
<b>b</b> Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.)		X	
<b>c</b> Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)		X	
<b>d</b> Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)		X	
<b>e</b> Was this plan covered by a fidelity bond?	X		5000000
<b>f</b> Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?		X	
<b>g</b> Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?		X	
<b>h</b> Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?		X	
<b>i</b> Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	X		
<b>j</b> Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)	X		
<b>k</b> Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?		X	
<b>l</b> Has the plan failed to provide any benefit when due under the plan?		X	
<b>m</b> If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)			
<b>n</b> 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.)

<b>5b(1)</b> Name of plan(s)	<b>5b(2)</b> EIN(s)	<b>5b(3)</b> 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 586531.

<b>SCHEDULE R</b> <b>(Form 5500)</b>  <small>Department of the Treasury Internal Revenue Service</small>  <small>Department of Labor Employee Benefits Security Administration</small>  <small>Pension Benefit Guaranty Corporation</small>	<b>Retirement Plan Information</b>  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).  <b>▶ File as an attachment to Form 5500.</b>	<small>OMB No. 1210-0110</small>  <b>2024</b>  <b>This Form is Open to Public Inspection.</b>
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For calendar plan year 2024 or fiscal plan year beginning **01/01/2024** and ending **12/31/2024**

<b>A</b> Name of plan <b>KAO AMERICA INC. PENSION PLAN</b>	<b>B</b> Three-digit plan number (PN)	<b>002</b>
<b>C</b> Plan sponsor's name as shown on line 2a of Form 5500 <b>KAO AMERICA INC.</b>	<b>D</b> Employer Identification Number (EIN) <b>52-2064483</b>	

<b>Part I</b>	<b>Distributions</b>
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**All references to distributions relate only to payments of benefits during the plan year.**

<b>1</b> Total value of distributions paid in property other than in cash or the forms of property specified in the instructions.....	<b>1</b>	<b>0</b>
---	----------	----------

**2** Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits):  
 EIN(s): 80-0709115

**Profit-sharing plans, ESOPs, and stock bonus plans, skip line 3.**

<b>3</b> Number of participants (living or deceased) whose benefits were distributed in a single sum, during the plan year .....	<b>3</b>	<b>12</b>
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<b>Part II</b>	<b>Funding Information</b> (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.)
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**4** Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)? .....  Yes  No  N/A  
**If the plan is a defined benefit plan, go to line 8.**

**5** If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instructions and enter the date of the ruling letter granting the waiver. **Date:** Month \_\_\_\_\_ Day \_\_\_\_\_ Year \_\_\_\_\_  
**If you completed line 5, complete lines 3, 9, and 10 of Schedule MB and do not complete the remainder of this schedule.**

<b>6 a</b> Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived) .....	<b>6a</b>	
<b>b</b> Enter the amount contributed by the employer to the plan for this plan year .....	<b>6b</b>	
<b>c</b> 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).....	<b>6c</b>	

**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

<b>Part III</b>	<b>Amendments</b>
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**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

<b>Part IV</b>	<b>ESOPs</b> (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:

<b>a</b> The current plan year. Check the box to indicate the counting method used to determine the number of inactive participants: <input type="checkbox"/> last contributing employer <input type="checkbox"/> alternative <input type="checkbox"/> reasonable approximation (see instructions for required attachment).....	<b>14a</b>	
<b>b</b> The plan year immediately preceding the current plan year. <input type="checkbox"/> Check the box if the number reported is a change from what was previously reported (see instructions for required attachment).....	<b>14b</b>	
<b>c</b> The second preceding plan year. <input type="checkbox"/> Check the box if the number reported is a change from what was previously reported (see instructions for required attachment).....	<b>14c</b>	

**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:

<b>a</b> The corresponding number for the plan year immediately preceding the current plan year .....	<b>15a</b>	
<b>b</b> The corresponding number for the second preceding plan year .....	<b>15b</b>	

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

<b>a</b> Enter the number of employers who withdrew during the preceding plan year .....	<b>16a</b>	
<b>b</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.....	<b>16b</b>	

**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: 0.0 % Private Equity: 0.0 % Investment-Grade Debt and Interest Rate Hedging Assets: 75.1 %  
 High-Yield Debt: 0.0 % Real Assets: 0.0 % Cash or Cash Equivalents: 24.9 % Other: 0.0 %

**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 \_\_\_/\_\_\_/\_\_\_ (MM/DD/YYYY) and the Opinion Letter serial number \_\_\_\_\_.

**KAO AMERICA INC. PENSION PLAN**  
Cincinnati, Ohio

**FINANCIAL STATEMENTS**  
December 31, 2024 and 2023

KAO AMERICA INC. PENSION PLAN  
Cincinnati, Ohio

FINANCIAL STATEMENTS  
December 31, 2024 and 2023

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## INDEPENDENT AUDITOR'S REPORT

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

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

We have performed audits of the financial statements of Kao America Inc. Pension Plan (the Plan), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) (ERISA Section 103(a)(3)(C) audit). The financial statements comprise the statement of net assets in liquidation as of December 31, 2024, the statement of net assets available for benefits as of December 31, 2023 (ongoing), the related statement of changes in net assets in liquidation for the year ended December 31, 2024, the related statement of changes in net assets for the year ended December 31, 2023 (ongoing), and the related notes to the financial statements.

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

Management has obtained certifications from a qualified institution as of December 31, 2024 and 2023, and for the years then ended, stating that the certified investment information, as described in Note 3 to the financial statements, is complete and accurate.

***Opinion***

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

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

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(Continued)

### ***Basis for Opinion***

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

### ***Emphasis of Matter — Plan Termination and Liquidation Basis of Accounting***

As further discussed in Note 5 to the financial statements, the Board of Directors of the Plan Sponsor approved a plan of liquidation on September 16, 2024 and management determined liquidation is imminent. As a result, the Plan changed its basis of accounting from the going-concern basis of accounting used in presenting the 2024 financial statements to the liquidation basis of accounting used in presenting the 2024 financial statements. Our opinion is not modified with respect to this matter.

### ***Responsibilities of Management for the Financial Statements***

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

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

### ***Auditor's Responsibilities for the Audit of the Financial Statements***

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

In performing an audit in accordance with GAAS, we:

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

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(Continued)

- 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.

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

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

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

***Other Matter – Supplemental Schedules Required by ERISA***

The supplemental schedules of Schedule H, Line 4i - Schedule of Assets (Held at End of Year) as of December 31, 2024 and Schedule H, Line 4j - Schedule of Reportable Transactions for the year ended December 31, 2024, are presented for purposes of additional analysis and are not a required part of the financial statements but are supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedules, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audits of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS. For information included in the supplemental schedules that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

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

In our opinion

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

  
Crowe LLP

Oakbrook Terrace, Illinois  
October 9, 2025

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KAO AMERICA INC. PENSION PLAN  
STATEMENT OF NET ASSETS IN LIQUIDATION  
As of December 31, 2024 and  
STATEMENT OF NET ASSETS AVAILABLE FOR BENEFITS  
As of December 31, 2023 (Ongoing)

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	2024 (in Liquidation)	2023 (Ongoing)
<b>ASSETS</b>		
Cash	\$ 397,687	\$ 396,372
Investments, at fair value (Note 3)		
Mutual Funds	120,262,452	123,709,019
Receivables		
Accrued income expected to be earned in liquidation (Note 5)	4,056,000	-
<b>TOTAL ASSETS</b>	126,238,139	124,105,391
<b>LIABILITIES</b>		
Accrued expenses expected to be incurred in liquidation (Note 5)	1,590,000	-
<b>NET ASSETS AVAILABLE FOR BENEFITS</b>		<u>\$ 124,105,391</u>
<b>NET ASSETS IN LIQUIDATION</b>	<u>\$ 123,126,139</u>	

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See accompanying notes to financial statements.

KAO AMERICA INC. PENSION PLAN  
STATEMENT OF CHANGES IN NET ASSETS IN LIQUIDATION  
For the year ended December 31, 2024 and  
STATEMENT OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS  
For the year ended December 31, 2023 (Ongoing)

	2024 (in Liquidation)	2023 (Ongoing)
<b>Additions to net assets attributed to:</b>		
Investment income (Note 3)		
Net appreciation in fair value of investments	\$ -	\$ 7,861,874
Interest and dividend income	<u>9,101,158</u>	<u>4,509,759</u>
Total additions	9,101,158	12,371,633
<b>Deductions:</b>		
Net depreciation in fair value of investments	7,762	-
Benefits paid to directly to participants	7,862,721	8,282,016
Administrative expenses	<u>2,209,927</u>	<u>195,936</u>
Total deductions	<u>10,080,410</u>	<u>8,477,952</u>
<b>Net (decrease) increase</b>	(979,252)	3,893,681
<b>Net assets available for benefits</b>		
Beginning of year	<u>124,105,391</u>	<u>120,211,710</u>
End of year		<u>\$ 124,105,391</u>
<b>Net assets in liquidation</b>		
End of year	<u>\$ 123,126,139</u>	

See accompanying notes to financial statements.

KAO AMERICA INC. PENSION PLAN  
NOTES TO FINANCIAL STATEMENTS  
December 31, 2024 and 2023

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**NOTE 1 – DESCRIPTION OF PLAN**

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

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

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

As further discussed in Note 5, on September 16, 2024, the Board of Directors of the Plan Sponsor voted to terminate the Plan effective December 31, 2024. As a result, Plan management determined that liquidation of the Plan was imminent and unlikely not to occur.

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

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

The cash balance account is equal to the sum of (a) initial cash balance account as calculated as of January 1, 2001, (b) a contribution credit at each subsequent December 31 equal to 4% of the participant’s compensation for the Plan year, and (c) an interest credit at each subsequent December 31 calculated using an annual interest rate on 30-year Treasury securities for the November preceding the Plan year. The annual interest rate is 4.66% and 3.99% as of December 31, 2024 and 2023, respectively. Effective January 1, 2021 the Plan was frozen and no additional contribution credits will be made for Plan years beginning on or after that date.

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

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(Continued)

KAO AMERICA INC. PENSION PLAN  
NOTES TO FINANCIAL STATEMENTS  
December 31, 2024 and 2023

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**NOTE 1 – DESCRIPTION OF PLAN** (Continued)

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

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

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

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

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

Funding: The Company contributes amounts that it considers necessary to provide assets sufficient to meet the benefits to be paid. The Company’s contributions for 2024 and 2023 met the minimum funding requirements of ERISA.

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

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(Continued)

## NOTE 2 – SUMMARY OF ACCOUNTING POLICIES

Basis of Accounting: As a result of the decision to terminate the Plan in 2024, management determined that liquidation of the Plan was imminent, and as such the accompanying financial statements as of and for the year ended December 31, 2024 have been prepared on the liquidation basis of accounting in accordance with accounting principles generally accepted in the United States of America (“GAAP”). Other than the Plan Sponsor’s estimate of costs associated with the Plan’s termination, the Plan’s adoption of the liquidation basis in 2024 had no effect on the Plan’s net assets as of December 31, 2024 and changes in net assets for the year ended December 31, 2024, as the fair value of the Plan’s investments have been determined to approximate liquidation values. As of and for the year ended December 31, 2023, the accompanying financial statements were prepared on the accrual basis of accounting for an ongoing plan (going concern basis) in accordance with GAAP.

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

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

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

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

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

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

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

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

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

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(Continued)

KAO AMERICA INC. PENSION PLAN  
NOTES TO FINANCIAL STATEMENTS  
December 31, 2024 and 2023

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**NOTE 2 – SUMMARY OF ACCOUNTING POLICIES** (Continued)

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

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

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

	Fair Value Measurements at December 31, 2024 Using Quoted Prices in Active Markets for Identical Assets <u>(Level 1)</u>	Fair Value Measurements at December 31, 2023 Using Quoted Prices in Active Markets for Identical Assets <u>(Level 1)</u>
Investments		
Mutual funds	\$ 120,262,452	\$ 123,709,019

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

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

**NOTE 3 – INVESTMENTS - CERTIFIED INFORMATION**

Certain information related to investments disclosed in the accompanying financial statements and ERISA-required supplemental schedules, including investments held as of December 31, 2024 and 2023, net appreciation (depreciation) in fair value of investments, interest and dividends for the years then ended, was obtained by management and agreed to or derived from information certified as complete and accurate by John Hancock Trust Company LLC (the Trustee of the Plan).

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(Continued)

KAO AMERICA INC. PENSION PLAN  
NOTES TO FINANCIAL STATEMENTS  
December 31, 2024 and 2023

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**NOTE 4 – ACTUARIAL PRESENT VALUE OF ACCUMULATED PLAN BENEFITS**

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

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

The significant actuarial assumptions used in the valuation as of December 31, 2023 (ongoing) were as follows:

Mortality	Pri-2012 with full projection using the MP-2021 projection scale
Retirement age	A scale of estimated retirements from age 55 to 70
Investment return on assets	6.10%
Cash balance crediting rate for the year	3.99%

The foregoing actuarial assumptions are based on the presumption that the Plan will continue. As the Plan terminated effective December 31, 2024 and adopted the liquidation basis of accounting, different actuarial assumptions and other factors may be applicable in determining the actuarial present value of accumulated plan benefits for 2024. As of the report date, the actuarial present value of accumulated plan benefits in liquidation as of December 31, 2024 is not available, and therefore the impact of the termination on the accumulated plan benefits is not yet estimable.

The actuarial present value of accumulated plan benefits as of December 31, 2023 (ongoing) is as follows:

Actuarial present value of accumulated plan benefits:	
Vested benefits:	
Participants and beneficiaries currently receiving payments	\$ 44,682,721
Other benefits	<u>53,588,897</u>
	98,271,618
Nonvested benefits	<u>447,274</u>
Total actuarial present value of accumulated plan benefits	<u>\$ 98,718,892</u>

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(Continued)

KAO AMERICA INC. PENSION PLAN  
NOTES TO FINANCIAL STATEMENTS  
December 31, 2024 and 2023

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

The changes in actuarial present value of accumulated plan benefits for the year ended December 31, 2023 (ongoing) is as follows:

Actuarial present value of accumulated plan benefits – December 31, 2022	\$ 95,417,829
Increase (decrease) during the year attributable to:	
Benefits paid	(8,282,016)
Interest due to decrease in discount period	5,819,631
Assumption changes*	5,525,290
Benefits accumulated net of actuarial experience	<u>238,158</u>
Actuarial present value of accumulated plan benefits – December 31, 2023	\$ <u>98,718,892</u>

\* The actuarial assumption changes are related to a decrease of the investment return on assets from 6.40% at December 31, 2022 to 6.10% at December 31, 2023.

**NOTE 5 – PLAN TERMINATION**

The Company has the right under the Plan to discontinue its contributions at any time and to terminate the Plan subject to the provisions of ERISA and its related regulations. In the event the Plan terminates, the net assets of the Plan will be allocated, as prescribed by ERISA and its related regulations. Certain benefits under the Plan are insured by the Pension Benefit Guaranty Corporation (“PBGC”) if the Plan terminates. Generally, the PBGC guarantees most vested normal age retirement benefits, early retirement benefits, and certain disability and survivor’s pension. However, the PBGC does not guarantee all types of benefits under the Plan, and the amount of benefit protection is subject to certain limitations. Whether all participants receive their benefits should the Plan terminate at some future time will depend on the sufficiency, at that time, of the Plan’s net assets to provide for accumulated benefit obligations and may also depend on the financial condition of the Plan sponsor and the level of benefits guaranteed by the PBGC.

On September 16, 2024, the Board of Directors of the Plan Sponsor voted to terminate the Plan effective December 31, 2024. On November 8, 2024, the Plan Sponsor applied for a favorable determination letter from the IRS in connection with the termination and has not received a response as the report date. Liquidation of the Plan is considered imminent and unlikely not to occur. As of the termination date, all participants were 100% vested in their accrued benefits.

The Plan Sponsor’s plan of termination includes locating and notifying participants of their vested accrued benefits under the Plan and liquidating the Plan’s investments in order to pay benefits within the required statutory time frame. Vested accrued benefits are generally expected to be paid, as elected by participants, either in the form of a lump sum paid directly to them, a qualified rollover, or an annuity contract purchased on their behalf from an insurance company selected by a Plan fiduciary. Participants who do not elect a form of payment will have an annuity contract purchased on their behalf from an insurance company chosen by the Plan fiduciary. Participants who cannot be located will have their benefit transferred to the Pension Benefit Guaranty Corporation missing participants program or will have an annuity contract purchased on their behalf from an insurance company selected by a Plan fiduciary. The Plan Sponsor estimates costs associated with the plan termination to be \$1,590,000 as of December 31, 2024. The Plan Sponsor estimates income to be earned during the liquidation period to be \$4,056,000 as of December 31, 2024.

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(Continued)

KAO AMERICA INC. PENSION PLAN  
NOTES TO FINANCIAL STATEMENTS  
December 31, 2024 and 2023

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**NOTE 5 – PLAN TERMINATION** (Continued)

During 2025, the Plan made recurring payments to participants totaling \$3 million, lump sum payments to participants totaling \$43 million. This information has not been audited by independent accountants. The Plan Sponsor is in the process of selecting an insurer to provide an annuity contract as of the report date. Upon purchase of the contract and settlement of all remaining Plan liabilities, any excess funds will be transferred to the Kao America, Inc. 401(k) Plan. Liquidation of the Plan is expected to be completed in the first quarter of 2026.

**NOTE 6 – TAX STATUS**

The IRS has determined and informed the Company by a letter dated May 5, 2014, that the Plan and related trust were designed in accordance with the applicable regulations of the IRC. Although the Plan has been amended since receiving the determination letter, Plan management believes that the Plan is designed and being operated in compliance with the applicable requirements of the IRC. Therefore, they believe that the Plan was qualified and the related trust was tax-exempt as of the financial statement date. On November 8, 2024, the Plan Sponsor applied for a favorable determination letter from the IRS in connection with the termination and has not received a response as of the report date.

The Plan administrator has analyzed the tax positions taken by the Plan, and has concluded that as of December 31, 2024 and 2023, there are no uncertain positions taken or expected to be taken that would require recognition of a liability (or asset) or disclosure in the financial statements. The Plan is subject to routine audits by the IRS or Department of Labor; however, there are currently no audits for any tax periods in progress. The plan administrator believes it is no longer subject to income tax examinations for years prior to 2021.

**NOTE 7 – PARTY-IN-INTEREST TRANSACTIONS**

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

**NOTE 8 – SUBSEQUENT EVENTS**

Plan management has evaluated subsequent events for recognition and disclosure through October 9, 2025, which is the date the financial statements were available to be issued.

**Schedule SB, line 26 — Schedule of Active Participant Data**

Attained age	Years of credited service										Total
	Under 1	1–4	5–9	10–14	15–19	20–24	25–29	30–34	35–39	40 & up	
Under 25		1									1
25–29		4	9								13
30–34		4	35	6							45
35–39		6	37	19	5						67
40–44			30	26	30	7					93
45–49		1	20	22	20	10	4				77
50–54		2	20	17	25	18	7	5			94
55–59		2	12	22	24	11	10	13	9	1	104
60–64		3	11	22	9	3	11	11	6	4	80
65–69			4	2		4	1	1		2	14
70 & up					1	1				1	3
Total		23	178	136	114	54	33	30	15	8	591

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

**Schedule SB, Part V — Statement of Actuarial Assumptions/Methods****Actuarial Assumptions for January 1, 2024 Funding Valuation**

<b>Discount Rate Sponsor Elections</b>		
• Segment rates or full yield curve	Segment	
• Look-back months	0	
	<b>Stabilized</b>	<b>Non-stabilized</b>
• First 5 years	4.75%	4.37%
• Next 15 years	4.96%	4.96%
• Over 20 years	5.59%	4.95%
<b>Mortality sponsor elections</b>		
• Healthy participants	Section 430(h)(3) prescribed generational annuitant and non-annuitant mortality tables for 2024 plan year funding valuations as outlined in Internal Revenue Bulletin 2023-46 and Federal Register 2023-23267. These tables are based on the Pri-2012 mortality tables projected with generational mortality improvements using scale MP-2021 (with IRS limitations on mortality improvement applied).	
• Disabled participants	Same as healthy participants.	
<b>417(e) lump sums</b>	Liabilities are determined based on the underlying annuity used by the plan to determine the lump sum amount, rather than valuing the lump sum payment. This annuity is valued based on funding interest rates rather than 417(e) rates and reflects current year 417(e) unisex mortality.	
<b>Cash balance plans</b>		
• Interest accumulation rate	4.66%	
• Whipsaw calculations	No	
• Annuity conversion		
— Mortality table	1994 Group Annuity Reserving Unisex Mortality table	
— Interest rate basis	4.66%	
<b>Other economic assumptions</b>		
• Salary increases	Not applicable	
• Flat-dollar benefit increases	Not applicable	
• Social Security taxable wage base increases	Not applicable	
• Expected investment return	5.00% per year for 2024, 5.12% per year for 2023	
• Expenses	\$600,788	

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

**Rationale for Economic Assumptions**

- **Cash balance interest accumulation rate** – The interest rate is based on the currently applicable 30-year US Treasury bond rate.
- **Expected investment return for funding** – The expected investment return is based on the median (50<sup>th</sup> percentile) simulated investment return using forward looking capital market assumptions published in Mercer Investment Consulting’s Capital Markets Outlook for the plan’s target asset allocation. The expected investment return assumes a passive portfolio with no alpha and a 0.11% investment load representative of passive investments.
- **Expenses** – Expenses are based on the anticipated PBGC premiums.

**Demographic Assumptions**

• Withdrawal	See table of sample rates.		
• Disability incidence	See table of sample rates.		
• Retirement age for retirement eligible participants	<b>Attained age</b>	<b>Rate</b>	
	Under 55	0.0%	
	55-58	2.5%	
	59-60	7.5%	
	61-64	10.0%	
	65	45.0%	
	66	40.0%	
	67-69	20.0%	
	70 and above	100.0%	
• Benefit commencement age for non-retirement eligible participants	Immediate commencement for terminating active employees. Age 65 for vested terminated employees that did not take immediate lump sum.		
• Spouse assumptions	<b>Male participants</b>	<b>Female participants</b>	
	— Percentage married	80%	80%
	— Spouse age difference	3 years younger	3 years older

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

<b>Form of payment (Pension Plan) — Males/Females</b>	<b>Lump sum</b>	<b>Single life</b>	<b>Life with 10years</b>	<b>100% J&amp;S</b>	<b>50% J&amp;S</b>
• Active retirements	60%	10%	5%	15%	10%
• Vested deferred, non-retirement eligible	100%	0%	0%	0%	0%
• Future disabilities	100%	0%	0%	0%	0%
• Future deaths (Married participants)	0%	0%	0%	0%	100%
• Future deaths (Unmarried participants)	0%	0%	100%	0%	0%
• Vested deferred, retirement eligible	40%	20%	10%	15%	15%

**Unpredictable contingent event assumptions**      None

**Table of Sample Rates**

<b>Attained Age</b>	<b>Percentage</b>	<b>Disability Incidence</b>	
	<b>Withdrawal</b>	<b>Male</b>	<b>Female</b>
25	22.21%	0.03%	0.03%
30	14.63%	0.03%	0.04%
35	10.54%	0.04%	0.07%
40	8.40%	0.08%	0.13%
45	7.45%	0.16%	0.24%
50	6.76%	0.33%	0.40%
55	3.50%	0.69%	0.64%
60	2.64%	1.15%	0.90%
65	0.00%	0.00%	0.00%

**Rationale for Demographic Assumptions**

- **Withdrawal** – Termination rates were developed based on an experience study conducted in 2023 using data from January 1, 2018 to January 1, 2023 and the expectation that future patterns will not differ significantly from the period studied.

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

- **Disability incidence** – Relied on prior actuary best estimates. There has not been sufficient experience to reevaluate the assumption at this time.
- **Retirement age** – Retirement rates were developed based on an experience study conducted in 2023 using data from January 1, 2018 to January 1, 2023 and the expectation that future patterns will not differ significantly from the period studied.
- **Benefit commencement age** – Benefit commencement age is based on an experience study conducted in 2017 based on data from January 1, 2013 to January 1, 2017 and the expectation that future patterns will not differ significantly from the period studied.
- **Spouse assumptions** – Relied on prior actuary best estimates.
- **Form of payment** – The form of payment elections were developed based on an experience study conducted in 2023 using data for the Pension Plan from January 1, 2018 to January 1, 2023 and the expectation that future patterns will not differ significantly from the period studied. For the Excess Benefits Plan, this assumption was updated during 2019 to reflect recent experience and the payment terms of the plan.

**Actuarial Methods for Funding****Asset methods**

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

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

**Participant methods**

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

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

**Schedule SB, Part V — Statement of Actuarial Assumptions/Methods****Minimum funding methods**

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

A detailed description of the calculation follows:

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

## 5% Transactions

Activity for reporting period: 01/01/2024 to 12/31/2024

Asset Name: Vanguard Ext Mrkt Index Inst		CUSIP: 922908884		Ticker: VIEIX	
Transaction	Transaction Dollar Amount	Shares Transacted	Cost	Realized Gain / Loss	
2 Series - Sell	(\$6,704,415.83)	(49,694.359)	(\$3,682,442.74)	\$3,021,973.09	

## 5% Transactions

Activity for reporting period: 01/01/2024 to 12/31/2024

Asset Name: PIMCO Gov Money Market Admin		CUSIP: 72202E526		Ticker: PGOXX	
Transaction	Transaction Dollar Amount	Shares Transacted	Cost	Realized Gain / Loss	
Buy	\$31,685,854.70	31,685,854.700	\$31,685,854.70	\$0.00	
27 Series - Buy	\$32,115,504.73	32,115,504.730	\$32,115,504.73	\$0.00	

## 5% Transactions

Activity for reporting period: 01/01/2024 to 12/31/2024

Asset Name: PIMCO All Asset Fund (Inst)		CUSIP: 722005626		Ticker: PAAIX	
Transaction	Transaction Dollar Amount	Shares Transacted	Cost	Realized Gain / Loss	
Sell	(\$7,172,492.51)	(628,064.143)	(\$7,528,946.58)	(\$356,454.07)	

## 5% Transactions

Activity for reporting period: 01/01/2024 to 12/31/2024

Asset Name: Vanguard Instit Index (Inst)		CUSIP: 922040100		Ticker: VINIX	
Transaction	Transaction Dollar Amount	Shares Transacted	Cost	Realized Gain / Loss	
Sell	(\$14,598,324.42)	(30,787.111)	(\$7,115,655.42)	\$7,482,669.00	
2 Series - Sell	(\$18,098,324.42)	(39,684.813)	(\$9,154,431.82)	\$8,943,892.60	

## 5% Transactions

Activity for reporting period: 01/01/2024 to 12/31/2024

Asset Name: American EuroPacific Growth R4		CUSIP: 298706847		Ticker: RREX	
Transaction	Transaction Dollar Amount	Shares Transacted	Cost	Realized Gain / Loss	
Sell	(\$8,592,769.95)	(144,708.150)	(\$6,690,085.52)	\$1,902,684.43	
2 Series - Sell	(\$9,592,769.95)	(163,857.901)	(\$7,570,701.06)	\$2,022,068.89	

## 5% Transactions

Activity for reporting period: 01/01/2024 to 12/31/2024

Asset Name: Vanguard I-T Inv Grade Adml		CUSIP: 922031810		Ticker: VFIDX	
Transaction	Transaction Dollar Amount	Shares Transacted	Cost	Realized Gain / Loss	
Buy	\$6,500,000.00	756,693.830	\$6,500,000.00	\$0.00	
Buy	\$6,433,441.73	722,858.621	\$6,433,441.73	\$0.00	
14 Series - Buy	\$14,057,538.68	1,610,076.316	\$14,057,453.22	(\$85.46)	

**SCHEDULE SB  
(Form 5500)**

Department of the Treasury  
Internal Revenue Service  
Department of Labor  
Employee Benefits Security Administration  
Pension Benefit Guaranty Corporation

**Single-Employer Defined Benefit Plan  
Actuarial Information**

This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code).

▶ **File as an attachment to Form 5500 or 5500-SF.**

OMB No. 1210-0110

**2024**

**This Form is Open to Public Inspection**

For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024

▶ **Round off amounts to nearest dollar.**

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

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

Part I Basic Information			
<b>1</b> Enter the valuation date:	Month <u>01</u>	Day <u>01</u>	Year <u>2024</u>
<b>2</b> Assets:			
<b>a</b> Market value.....	<b>2a</b>	124,105,391	
<b>b</b> Actuarial value.....	<b>2b</b>	132,666,211	
<b>3</b> Funding target/participant count breakdown	(1) Number of participants	(2) Vested Funding Target	(3) Total Funding Target
<b>a</b> For retired participants and beneficiaries receiving payment.....	621	47,747,561	47,747,561
<b>b</b> For terminated vested participants.....	784	25,485,608	25,485,608
<b>c</b> For active participants.....	591	33,600,332	34,050,903
<b>d</b> Total.....	1,996	106,833,501	107,284,072
<b>4</b> If the plan is in at-risk status, check the box and complete lines (a) and (b)..... <input type="checkbox"/>			
<b>a</b> Funding target disregarding prescribed at-risk assumptions.....	<b>4a</b>		
<b>b</b> Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor.....	<b>4b</b>		
<b>5</b> Effective interest rate.....	<b>5</b>	5.17%	
<b>6</b> Target normal cost			
<b>a</b> Present value of current plan year accruals.....	<b>6a</b>	0	
<b>b</b> Expected plan-related expenses.....	<b>6b</b>	600,788	
<b>c</b> Target normal cost.....	<b>6c</b>	600,788	

**Statement by Enrolled Actuary**

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

<b>SIGN HERE</b>	<u>Jasen C Dashner / JCD</u>	<u>6/16/2025</u>
	Signature of actuary	Date
JASEN DASHNER	Type or print name of actuary	2308408
		Most recent enrollment number
MERCER	Firm name	614-227-5528
		Telephone number (including area code)
325 JOHN H. MCCONNELL BLVD, STE 350	Address of the firm	
COLUMBUS OH 43215		

If the actuary has not fully reflected any regulation or ruling promulgated under the statute in completing this schedule, check the box and see instructions

<b>Part II</b>	<b>Beginning of Year Carryover and Prefunding Balances</b>	(a) Carryover balance	(b) Prefunding balance
<b>7</b>	Balance at beginning of prior year after applicable adjustments (line 13 from prior year) .....	0	40,848,904
<b>8</b>	Portion elected for use to offset prior year's funding requirement (line 35 from prior year) .....	0	1,582,865
<b>9</b>	Amount remaining (line 7 minus line 8) .....	0	39,266,039
<b>10</b>	Interest on line 9 using prior year's actual return of <u>10.67%</u> .....	0	4,189,686
<b>11</b>	Prior year's excess contributions to be added to prefunding balance:		
	<b>a</b> Present value of excess contributions (line 38a from prior year) .....		0
	<b>b(1)</b> Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of <u>5.25%</u> .....		0
	<b>b(2)</b> Interest on line 38b from prior year Schedule SB, using prior year's actual return .....		
	<b>c</b> Total available at beginning of current plan year to add to prefunding balance .....		0
	<b>d</b> Portion of (c) to be added to prefunding balance .....		
<b>12</b>	Other reductions in balances due to elections or deemed elections .....	0	0
<b>13</b>	Balance at beginning of current year (line 9 + line 10 + line 11d - line 12) .....	0	43,455,725

<b>Part III</b>	<b>Funding Percentages</b>		
<b>14</b>	Funding target attainment percentage .....	<b>14</b>	83.15%
<b>15</b>	Adjusted funding target attainment percentage .....	<b>15</b>	123.65%
<b>16</b>	Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to reduce current year's funding requirement .....	<b>16</b>	85.78%
<b>17</b>	If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage .....	<b>17</b>	%

<b>Part IV</b>	<b>Contributions and Liquidity Shortfalls</b>						
<b>18</b>	Contributions made to the plan for the plan year by employer(s) and employees:						
	(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees	(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees	
	<b>Totals ▶</b>			<b>18(b)</b>	0	<b>18(c)</b>	0

<b>19</b>	Discounted employer contributions – see instructions for small plan with a valuation date after the beginning of the year:	
	<b>a</b> Contributions allocated toward unpaid minimum required contributions from prior years .....	0
	<b>b</b> Contributions made to avoid restrictions adjusted to valuation date .....	0
	<b>c</b> Contributions allocated toward minimum required contribution for current year adjusted to valuation date .....	0
<b>20</b>	Quarterly contributions and liquidity shortfalls:	
	<b>a</b> Did the plan have a "funding shortfall" for the prior year? .....	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	<b>b</b> If line 20a is "Yes," were required quarterly installments for the current year made in a timely manner? .....	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	<b>c</b> If line 20a is "Yes," see instructions and complete the following table as applicable:	
Liquidity shortfall as of end of quarter of this plan year		
(1) 1st	(2) 2nd	(3) 3rd
0	0	0
(4) 4th		
0		

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

**21** Discount rate:

<b>a</b> Segment rates:	1st segment: 4.75%	2nd segment: 4.96%	3rd segment: 5.59%	<input type="checkbox"/> N/A, full yield curve used
<b>b</b> Applicable month (enter code).....				<b>21b</b> 0

**22** Weighted average retirement age ..... **22** 64

**23** Mortality table(s) (see instructions)  Prescribed - combined  Prescribed - separate  Substitute

**Part VI Miscellaneous Items**

**24** Has a change been made in the non-prescribed actuarial assumptions for the current plan year? If "Yes," see instructions regarding required attachment.....  Yes  No

**25** Has a method change been made for the current plan year? If "Yes," see instructions regarding required attachment.....  Yes  No

**26** Demographic and benefit information

**a** Is the plan required to provide a Schedule of Active Participants? If "Yes," see instructions regarding required attachment.....  Yes  No

**b** Is the plan required to provide a projection of expected benefit payments? If "Yes," see instructions regarding required attachment...  Yes  No

**27** If the plan is subject to alternative funding rules, enter applicable code and see instructions regarding attachment..... **27**

**Part VII Reconciliation of Unpaid Minimum Required Contributions For Prior Years**

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

**Part VIII Minimum Required Contribution For Current Year**

**31** Target normal cost and excess assets (see instructions):

<b>a</b> Target normal cost (line 6c).....	<b>31a</b>	600,788
<b>b</b> Excess assets, if applicable, but not greater than line 31a.....	<b>31b</b>	0

**32** Amortization installments:

	Outstanding Balance	Installment
<b>a</b> Net shortfall amortization installment.....	18,073,586	1,716,221
<b>b</b> Waiver amortization installment.....	0	0

**33** If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month \_\_\_\_\_ Day \_\_\_\_\_ Year \_\_\_\_\_) and the waived amount..... **33**

<b>34</b> Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33)....	<b>34</b>	2,317,009
	Carryover balance	Prefunding balance
<b>35</b> Balances elected for use to offset funding requirement.....	0	2,317,009
<b>36</b> Additional cash requirement (line 34 minus line 35).....	<b>36</b>	0
<b>37</b> Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c).....	<b>37</b>	0

**38** Present value of excess contributions for current year (see instructions)

<b>a</b> Total (excess, if any, of line 37 over line 36).....	<b>38a</b>	0
<b>b</b> Portion included in line 38a attributable to use of prefunding and funding standard carryover balances.....	<b>38b</b>	
<b>39</b> Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37).....	<b>39</b>	0
<b>40</b> Unpaid minimum required contributions for all years.....	<b>40</b>	0

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

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

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

Each employee is assumed to retire in accordance with the table of retirement rates. The proportion of employees expected to retire at each potential retirement age is shown below. The average retirement age is 63.53.

(A) Retirement age	(B) Retirement percent	(C) Lx	(D) Number of employees expected to retire (B) x (C)	(E) (A) x (D)
55	2.5%	10,000.00	250.00	13,750
56	2.5%	9,750.00	243.75	13,650
57	2.5%	9,506.25	237.66	13,546
58	2.5%	9,268.59	231.71	13,439
59	7.5%	9,036.88	677.77	39,988
60	7.5%	8,359.11	626.93	37,616
61	10.0%	7,732.18	773.22	47,166
62	10.0%	6,958.96	695.90	43,146
63	10.0%	6,263.07	626.31	39,457
64	10.0%	5,636.76	563.68	36,075
65	45.0%	5,073.08	2,282.89	148,388
66	40.0%	2,790.20	1,116.08	73,661
67	20.0%	1,674.12	334.82	22,433
68	20.0%	1,339.29	267.86	18,214
69	20.0%	1,071.44	214.29	14,786
70	100.00%	857.15	857.15	60,000
Total			10,000.00	635,315
Average				63.53

**Schedule SB, Part V — Statement of Actuarial Assumptions/Methods****Actuarial Assumptions for January 1, 2024 Funding Valuation**

<b>Discount Rate Sponsor Elections</b>		
• Segment rates or full yield curve	Segment	
• Look-back months	0	
	<b>Stabilized</b>	<b>Non-stabilized</b>
• First 5 years	4.75%	4.37%
• Next 15 years	4.96%	4.96%
• Over 20 years	5.59%	4.95%
<b>Mortality sponsor elections</b>		
• Healthy participants	Section 430(h)(3) prescribed generational annuitant and non-annuitant mortality tables for 2024 plan year funding valuations as outlined in Internal Revenue Bulletin 2023-46 and Federal Register 2023-23267. These tables are based on the Pri-2012 mortality tables projected with generational mortality improvements using scale MP-2021 (with IRS limitations on mortality improvement applied).	
• Disabled participants	Same as healthy participants.	
<b>417(e) lump sums</b>	Liabilities are determined based on the underlying annuity used by the plan to determine the lump sum amount, rather than valuing the lump sum payment. This annuity is valued based on funding interest rates rather than 417(e) rates and reflects current year 417(e) unisex mortality.	
<b>Cash balance plans</b>		
• Interest accumulation rate	4.66%	
• Whipsaw calculations	No	
• Annuity conversion		
— Mortality table	1994 Group Annuity Reserving Unisex Mortality table	
— Interest rate basis	4.66%	
<b>Other economic assumptions</b>		
• Salary increases	Not applicable	
• Flat-dollar benefit increases	Not applicable	
• Social Security taxable wage base increases	Not applicable	
• Expected investment return	5.00% per year for 2024, 5.12% per year for 2023	
• Expenses	\$600,788	

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

**Rationale for Economic Assumptions**

- **Cash balance interest accumulation rate** – The interest rate is based on the currently applicable 30-year US Treasury bond rate.
- **Expected investment return for funding** – The expected investment return is based on the median (50<sup>th</sup> percentile) simulated investment return using forward looking capital market assumptions published in Mercer Investment Consulting’s Capital Markets Outlook for the plan’s target asset allocation. The expected investment return assumes a passive portfolio with no alpha and a 0.11% investment load representative of passive investments.
- **Expenses** – Expenses are based on the anticipated PBGC premiums.

**Demographic Assumptions**

• Withdrawal	See table of sample rates.		
• Disability incidence	See table of sample rates.		
• Retirement age for retirement eligible participants	<b>Attained age</b>	<b>Rate</b>	
	Under 55	0.0%	
	55-58	2.5%	
	59-60	7.5%	
	61-64	10.0%	
	65	45.0%	
	66	40.0%	
	67-69	20.0%	
	70 and above	100.0%	
• Benefit commencement age for non-retirement eligible participants	Immediate commencement for terminating active employees. Age 65 for vested terminated employees that did not take immediate lump sum.		
• Spouse assumptions	<b><u>Male participants</u></b>	<b><u>Female participants</u></b>	
	— Percentage married	80%	80%
	— Spouse age difference	3 years younger	3 years older

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

Form of payment (Pension Plan) — Males/Females	Lump sum	Single life	Life with 10years	100% J&S	50% J&S
• Active retirements	60%	10%	5%	15%	10%
• Vested deferred, non-retirement eligible	100%	0%	0%	0%	0%
• Future disabilities	100%	0%	0%	0%	0%
• Future deaths (Married participants)	0%	0%	0%	0%	100%
• Future deaths (Unmarried participants)	0%	0%	100%	0%	0%
• Vested deferred, retirement eligible	40%	20%	10%	15%	15%

Unpredictable contingent event assumptions      None

**Table of Sample Rates**

Attained Age	Percentage	Disability Incidence	
	Withdrawal	Male	Female
25	22.21%	0.03%	0.03%
30	14.63%	0.03%	0.04%
35	10.54%	0.04%	0.07%
40	8.40%	0.08%	0.13%
45	7.45%	0.16%	0.24%
50	6.76%	0.33%	0.40%
55	3.50%	0.69%	0.64%
60	2.64%	1.15%	0.90%
65	0.00%	0.00%	0.00%

**Rationale for Demographic Assumptions**

- **Withdrawal** – Termination rates were developed based on an experience study conducted in 2023 using data from January 1, 2018 to January 1, 2023 and the expectation that future patterns will not differ significantly from the period studied.

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

- **Disability incidence** – Relied on prior actuary best estimates. There has not been sufficient experience to reevaluate the assumption at this time.
- **Retirement age** – Retirement rates were developed based on an experience study conducted in 2023 using data from January 1, 2018 to January 1, 2023 and the expectation that future patterns will not differ significantly from the period studied.
- **Benefit commencement age** – Benefit commencement age is based on an experience study conducted in 2017 based on data from January 1, 2013 to January 1, 2017 and the expectation that future patterns will not differ significantly from the period studied.
- **Spouse assumptions** – Relied on prior actuary best estimates.
- **Form of payment** – The form of payment elections were developed based on an experience study conducted in 2023 using data for the Pension Plan from January 1, 2018 to January 1, 2023 and the expectation that future patterns will not differ significantly from the period studied. For the Excess Benefits Plan, this assumption was updated during 2019 to reflect recent experience and the payment terms of the plan.

**Actuarial Methods for Funding****Asset methods**

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

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

**Participant methods**

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

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

**Schedule SB, Part V — Statement of Actuarial Assumptions/Methods****Minimum funding methods**

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

A detailed description of the calculation follows:

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

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

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

**Schedule SB, Part V – Summary of Plan Provisions**

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

**Schedule SB, Part V — Summary of Plan Provisions****Normal retirement**

- Eligibility Age 65
- Benefit Grandfathered Frozen Benefit (If applicable) plus Cash Balance Benefit.

**Early retirement**

- Eligibility The first day of any month coincident with or following the date on which you have both attained age 55 and completed at least 10 years of credited service.
- Benefit The Grandfathered Frozen Benefit is reduced by 3% per year from age 65 and 5% per year from age 60. An employee who retires with at least 30 years of service will not have his benefit reduced for the first 60 months from age 65.  
Otherwise, the Life with Ten-year Certain Annuity (or any actuarially equivalent form of benefit available) that is equal to the Actuarial Equivalent of the balance of the Participant's Cash Balance Account as of the end of the month before the Annuity Starting Date.

**Deferred vested**

- Eligibility 3 years of service
- Benefit A normal retirement benefit accrued to the date of termination payable at age 65. Payments may begin at age 55 or later but will be actuarially reduced from age 65.

**Disability**

- Eligibility 5 years of service
- Benefit A normal retirement benefit payable at age 65 based on actual service to date of disability. Disabled participants received half year credit for years disabled before January 1, 2004.

**Pre-retirement death**

- Eligibility 3 years of service
- With Spouse A monthly amount payable to survivor equal to 50% of the amount which would have been payable to the employee had he retired the day before death and elected a 50% joint and survivor annuity. Benefit will not be payable before employee would have reached early retirement age.
- Without Spouse A monthly amount payable to the beneficiary equal to the survivor annuity which would have been payable had the employee retired the day before death and elected a 10-year certain and life annuity. The benefit will not be payable before employee would have reached early retirement age.

**Form of benefits**

- Automatic form for unmarried participants 10-year certain and life annuity
- Automatic form for married participants 50% joint and survivor annuity actuarially equivalent to the 10-year certain and life annuity

**Schedule SB, Part V — Summary of Plan Provisions**

• Mandatory cash outs of small amounts	If the present value of the participant's vested accrued benefit is less than \$5,000, it will be paid as a lump sum as soon as administratively possible following retirement or termination.
• Optional forms	Life annuity, 100%, 75%, 50% joint and survivor annuity and 10-year certain and life annuity.
• Optional form conversion factors	Cash balance to annuity: 1994 Group Annuity Reserving Unisex Mortality table and the 30-year Treasury rate for the November preceding the plan year Annuity to other optional annuity forms: 1971 Group Annuity Mortality Table as applicable to a group of lives, 80% of whom are male and 20% of whom are female and 8.00% per year interest Annuity to lump sum: The 2008 Applicable Mortality Table, provided, however, that upon the IRS's promulgation of any Subsequent Applicable Mortality Table, the Subsequent Applicable Mortality Table shall be used and the applicable interest rate under the rules of Code Section 417(e)(3) as set forth in Revenue Ruling 2007-67.
<b>Miscellaneous</b>	
• Maximum compensation	Compensation for any 12-month period used to determine accrued benefits may not exceed the limits in IRC Section 401(a)(17) for the calendar year in which the 12-month period begins. This limit is indexed annually. For 2024, the limit is \$345,000.
• Maximum benefits	Annual benefits may not exceed the limits in IRC Section 415. This limit is indexed annually. For 2024, the limit is \$275,000.

**Benefits included or excluded**

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

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

**Schedule SB, Part V — Summary of Plan Provisions**

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

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

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

**Plan provision changes since prior valuation**

- Maximum compensation and benefit amounts under IRS rules were updated from 2023 to 2024.

**Schedule SB, line 24 — Change in Actuarial Assumptions**

**Actuarial assumption changes since prior valuation**

- Cash balance interest accumulation rate and cash balance annuity conversion rate were updated from 3.99% for 2023 to 4.66% for 2024 to reflect current 30-year US Treasury Bond rates.
- The expected investment return assumption was updated from 5.12% to 5.00%.
- The administrative expense assumption increased from \$195,936 to \$600,788.
- Withdrawal rates were updated in accordance with the experience study completed in December 2023.
- Assumed retirement age was updated in accordance with the experience study completed in December 2023.
- The form of payment assumption was updated in accordance with the experience study completed in December 2023.

**Schedule SB, line 26 — Schedule of Active Participant Data**

Attained age	Years of credited service										Total
	Under 1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40 & up	
Under 25		1									1
25-29		4	9								13
30-34		4	35	6							45
35-39		6	37	19	5						67
40-44			30	26	30	7					93
45-49		1	20	22	20	10	4				77
50-54		2	20	17	25	18	7	5			94
55-59		2	12	22	24	11	10	13	9	1	104
60-64		3	11	22	9	3	11	11	6	4	80
65-69			4	2		4	1	1		2	14
70 & up					1	1				1	3
Total		23	178	136	114	54	33	30	15	8	591

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

**Schedule SB, line 32 — Schedule of Amortization Bases**

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

Shortfall bases					
Year established		Outstanding balance	Years remaining		2023 installment
2023	\$	14,470,676	14	\$	1,386,929
2024		3,602,910	15		329,292
Total	\$	18,073,586		\$	1,716,221

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

Plan Year	Active Participants	Terminated Vested Participants	Retired Participants and Beneficiaries Receiving Payments	Total
2024	3,113,715	56,534	4,798,713	7,968,962
2025	3,291,243	57,178	4,676,054	8,024,475
2026	3,500,635	64,878	4,530,998	8,096,511
2027	3,658,413	63,342	4,395,389	8,117,144
2028	3,614,958	67,511	4,207,854	7,890,323
2029	3,759,939	81,606	4,040,684	7,882,229
2030	3,928,212	80,587	3,885,829	7,894,628
2031	4,011,124	78,571	3,718,289	7,807,984
2032	3,998,288	82,413	3,550,297	7,630,998
2033	3,927,883	80,264	3,371,966	7,380,113
2034	3,825,368	77,124	3,194,924	7,097,416
2035	3,749,440	85,196	3,013,694	6,848,330
2036	3,811,731	82,675	2,829,255	6,723,661
2037	3,773,439	80,084	2,642,797	6,496,320
2038	3,901,729	77,420	2,455,671	6,434,820
2039	3,677,275	74,687	2,269,315	6,021,277
2040	3,564,557	71,887	2,085,183	5,721,627
2041	3,532,973	69,025	1,904,685	5,506,683
2042	3,432,082	65,855	1,729,124	5,227,061
2043	3,488,225	62,858	1,559,648	5,110,731
2044	3,318,417	59,823	1,397,252	4,775,492
2045	3,254,094	56,119	1,242,773	4,552,986
2046	3,091,659	52,950	1,096,921	4,241,530
2047	2,971,674	49,774	960,284	3,981,732
2048	2,901,627	46,606	833,371	3,781,604
2049	2,798,233	43,463	716,604	3,558,300
2050	2,674,802	40,359	610,269	3,325,430
2051	2,556,023	37,308	514,530	3,107,861
2052	2,401,891	34,323	429,371	2,865,585
2053	2,291,567	31,421	354,587	2,677,575
2054	2,152,474	28,622	289,807	2,470,903
2055	2,033,720	25,948	234,485	2,294,153
2056	1,917,138	23,418	187,934	2,128,490
2057	1,776,262	21,047	149,358	1,946,667
2058	1,668,491	18,846	117,890	1,805,227
2059	1,550,663	16,819	92,624	1,660,106
2060	1,431,724	14,966	72,663	1,519,353
2061	1,324,235	13,285	57,139	1,394,659
2062	1,220,998	11,766	45,243	1,278,007
2063	1,129,487	10,400	36,250	1,176,137
2064	1,037,377	9,177	29,525	1,076,079
2065	947,883	8,087	24,531	980,501
2066	866,373	7,116	20,827	894,316
2067	790,043	6,254	18,057	814,354
2068	717,735	5,486	15,949	739,170
2069	649,518	4,801	14,295	668,614
2070	585,280	4,185	12,943	602,408
2071	525,021	3,628	11,784	540,433
2072	468,730	3,125	10,743	482,598
2073	416,360	2,670	9,773	428,803

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

Each employee is assumed to retire in accordance with the table of retirement rates. The proportion of employees expected to retire at each potential retirement age is shown below. The average retirement age is 63.53.

(A) Retirement age	(B) Retirement percent	(C) Lx	(D) Number of employees expected to retire (B) x (C)	(E) (A) x (D)
55	2.5%	10,000.00	250.00	13,750
56	2.5%	9,750.00	243.75	13,650
57	2.5%	9,506.25	237.66	13,546
58	2.5%	9,268.59	231.71	13,439
59	7.5%	9,036.88	677.77	39,988
60	7.5%	8,359.11	626.93	37,616
61	10.0%	7,732.18	773.22	47,166
62	10.0%	6,958.96	695.90	43,146
63	10.0%	6,263.07	626.31	39,457
64	10.0%	5,636.76	563.68	36,075
65	45.0%	5,073.08	2,282.89	148,388
66	40.0%	2,790.20	1,116.08	73,661
67	20.0%	1,674.12	334.82	22,433
68	20.0%	1,339.29	267.86	18,214
69	20.0%	1,071.44	214.29	14,786
70	100.00%	857.15	857.15	60,000
Total			10,000.00	635,315
Average				63.53

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

Plan Year	Active Participants	Terminated Vested Participants	Retired Participants and Beneficiaries Receiving Payments	Total
2024	3,113,715	56,534	4,798,713	7,968,962
2025	3,291,243	57,178	4,676,054	8,024,475
2026	3,500,635	64,878	4,530,998	8,096,511
2027	3,658,413	63,342	4,395,389	8,117,144
2028	3,614,958	67,511	4,207,854	7,890,323
2029	3,759,939	81,606	4,040,684	7,882,229
2030	3,928,212	80,587	3,885,829	7,894,628
2031	4,011,124	78,571	3,718,289	7,807,984
2032	3,998,288	82,413	3,550,297	7,630,998
2033	3,927,883	80,264	3,371,966	7,380,113
2034	3,825,368	77,124	3,194,924	7,097,416
2035	3,749,440	85,196	3,013,694	6,848,330
2036	3,811,731	82,675	2,829,255	6,723,661
2037	3,773,439	80,084	2,642,797	6,496,320
2038	3,901,729	77,420	2,455,671	6,434,820
2039	3,677,275	74,687	2,269,315	6,021,277
2040	3,564,557	71,887	2,085,183	5,721,627
2041	3,532,973	69,025	1,904,685	5,506,683
2042	3,432,082	65,855	1,729,124	5,227,061
2043	3,488,225	62,858	1,559,648	5,110,731
2044	3,318,417	59,823	1,397,252	4,775,492
2045	3,254,094	56,119	1,242,773	4,552,986
2046	3,091,659	52,950	1,096,921	4,241,530
2047	2,971,674	49,774	960,284	3,981,732
2048	2,901,627	46,606	833,371	3,781,604
2049	2,798,233	43,463	716,604	3,558,300
2050	2,674,802	40,359	610,269	3,325,430
2051	2,556,023	37,308	514,530	3,107,861
2052	2,401,891	34,323	429,371	2,865,585
2053	2,291,567	31,421	354,587	2,677,575
2054	2,152,474	28,622	289,807	2,470,903
2055	2,033,720	25,948	234,485	2,294,153
2056	1,917,138	23,418	187,934	2,128,490
2057	1,776,262	21,047	149,358	1,946,667
2058	1,668,491	18,846	117,890	1,805,227
2059	1,550,663	16,819	92,624	1,660,106
2060	1,431,724	14,966	72,663	1,519,353
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2069	649,518	4,801	14,295	668,614
2070	585,280	4,185	12,943	602,408
2071	525,021	3,628	11,784	540,433
2072	468,730	3,125	10,743	482,598
2073	416,360	2,670	9,773	428,803

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

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

**Schedule SB, Part V — Summary of Plan Provisions**

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

**Schedule SB, Part V — Summary of Plan Provisions****Normal retirement**

- Eligibility Age 65
- Benefit Grandfathered Frozen Benefit (If applicable) plus Cash Balance Benefit.

**Early retirement**

- Eligibility The first day of any month coincident with or following the date on which you have both attained age 55 and completed at least 10 years of credited service.
- Benefit The Grandfathered Frozen Benefit is reduced by 3% per year from age 65 and 5% per year from age 60. An employee who retires with at least 30 years of service will not have his benefit reduced for the first 60 months from age 65.  
Otherwise, the Life with Ten-year Certain Annuity (or any actuarially equivalent form of benefit available) that is equal to the Actuarial Equivalent of the balance of the Participant's Cash Balance Account as of the end of the month before the Annuity Starting Date.

**Deferred vested**

- Eligibility 3 years of service
- Benefit A normal retirement benefit accrued to the date of termination payable at age 65. Payments may begin at age 55 or later but will be actuarially reduced from age 65.

**Disability**

- Eligibility 5 years of service
- Benefit A normal retirement benefit payable at age 65 based on actual service to date of disability. Disabled participants received half year credit for years disabled before January 1, 2004.

**Pre-retirement death**

- Eligibility 3 years of service
- With Spouse A monthly amount payable to survivor equal to 50% of the amount which would have been payable to the employee had he retired the day before death and elected a 50% joint and survivor annuity. Benefit will not be payable before employee would have reached early retirement age.
- Without Spouse A monthly amount payable to the beneficiary equal to the survivor annuity which would have been payable had the employee retired the day before death and elected a 10-year certain and life annuity. The benefit will not be payable before employee would have reached early retirement age.

**Form of benefits**

- Automatic form for unmarried participants 10-year certain and life annuity
- Automatic form for married participants 50% joint and survivor annuity actuarially equivalent to the 10-year certain and life annuity

**Schedule SB, Part V — Summary of Plan Provisions**

• Mandatory cash outs of small amounts	If the present value of the participant's vested accrued benefit is less than \$5,000, it will be paid as a lump sum as soon as administratively possible following retirement or termination.
• Optional forms	Life annuity, 100%, 75%, 50% joint and survivor annuity and 10-year certain and life annuity.
• Optional form conversion factors	Cash balance to annuity: 1994 Group Annuity Reserving Unisex Mortality table and the 30-year Treasury rate for the November preceding the plan year Annuity to other optional annuity forms: 1971 Group Annuity Mortality Table as applicable to a group of lives, 80% of whom are male and 20% of whom are female and 8.00% per year interest Annuity to lump sum: The 2008 Applicable Mortality Table, provided, however, that upon the IRS's promulgation of any Subsequent Applicable Mortality Table, the Subsequent Applicable Mortality Table shall be used and the applicable interest rate under the rules of Code Section 417(e)(3) as set forth in Revenue Ruling 2007-67.
<b>Miscellaneous</b>	
• Maximum compensation	Compensation for any 12-month period used to determine accrued benefits may not exceed the limits in IRC Section 401(a)(17) for the calendar year in which the 12-month period begins. This limit is indexed annually. For 2024, the limit is \$345,000.
• Maximum benefits	Annual benefits may not exceed the limits in IRC Section 415. This limit is indexed annually. For 2024, the limit is \$275,000.

**Benefits included or excluded**

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

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

**Schedule SB, Part V — Summary of Plan Provisions**

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

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

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

**Plan provision changes since prior valuation**

- Maximum compensation and benefit amounts under IRS rules were updated from 2023 to 2024.

**SUPPLEMENTAL SCHEDULES**

KAO AMERICA INC. PENSION PLAN  
SCHEDULE H, LINE 4i – SCHEDULE OF ASSETS (HELD AT END OF YEAR)  
December 31, 2024

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

(a)	(b) Identity of Issue Borrower, Lessor, or Similar Party	(c) Description of Investment	(d) Cost	(e) Current Value
<b><u>Mutual Funds</u></b>				
	PIMCO	PIMCO Long-Term Credit Bond Institutional	\$ 44,933,387	\$ 32,293,392
	PIMCO	PIMCO Government Money Market Fund Admin	29,636,626	29,636,626
	Vanguard	Vanguard Intermediate-Term Treasury Index Admiral	14,193,141	12,323,569
	Vanguard	Vanguard Intermediate-Term Investment-Grade Admiral	28,967,293	27,154,268
	Vanguard	Vanguard Long-Term Treasury Index Admiral	22,044,470	15,055,758
	Vanguard	Vanguard Short-Term Treasury Index Admiral	<u>4,000,949</u>	<u>3,798,839</u>
	<b>TOTAL</b>		<u>\$ 143,775,866</u>	<u>\$ 120,262,452</u>

See Independent Auditor's Report.

KAO AMERICA INC. PENSION PLAN  
SCHEDULE H, LINE 4j – SCHEDULE REPORTABLE TRANSACTIONS  
Year ended December 31, 2024

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

(a) Identify of Party Involved	(b) Description of Asset	(c) Purchase Price	(d) Selling Price	(e) Lease Rental	(f) Expense Incurred with Transaction	(g) Cost of Asset	(h) Current Value of Assets on Transaction Date	(i) Net Gain or (Loss)
<b>Category (iii): A series of transactions with the same security in excess of 5% of the current value of Plan assets:</b>								
American Funds	EuroPacific Growth R4	\$ 189,549	\$ -	-	-	189,549	189,549	-
		-	9,592,770	-	-	7,570,701	9,592,770	2,022,069
Vanguard	Vanguard Institutional Index	128,572	-	-	-	128,572	128,572	-
		-	18,098,324	-	-	9,154,432	18,098,324	8,943,892
PIMCO	PIMCO All Asset Institutional	253,617	-	-	-	253,617	253,617	-
		-	7,172,493	-	-	7,528,947	7,172,493	(356,454)
PIMCO	PIMCO Government Money Market Money Fund Admin	32,115,800	-	-	-	128,572	128,572	-
		-	2,479,268	-	-	9,154,432	18,098,324	8,943,892
Vanguard	Vanguard Institutional Index	128,572	-	-	-	128,572	128,572	-
		-	18,098,324	-	-	9,154,432	18,098,324	8,943,892
Vanguard	Vanguard External Market Index Institutional	31,939	-	-	-	31,939	31,939	-
		-	6,704,416	-	-	3,682,443	6,704,416	3,021,973
Vanguard	Vanguard Intermediate-Term Investment-Grade Admiral	14,058,661	-	-	-	14,058,661	14,058,661	-
		-	6,013,609	-	-	6,449,277	6,013,609	(435,668)

See Independent Auditor's Report.

**Schedule SB, line 32 — Schedule of Amortization Bases**

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

Shortfall bases					
Year established		Outstanding balance	Years remaining		2023 installment
2023	\$	14,470,676	14	\$	1,386,929
2024		3,602,910	15		329,292
Total	\$	18,073,586		\$	1,716,221

**Schedule SB, line 24 — Change in Actuarial Assumptions**

**Actuarial assumption changes since prior valuation**

- Cash balance interest accumulation rate and cash balance annuity conversion rate were updated from 3.99% for 2023 to 4.66% for 2024 to reflect current 30-year US Treasury Bond rates.
- The expected investment return assumption was updated from 5.12% to 5.00%.
- The administrative expense assumption increased from \$195,936 to \$600,788.
- Withdrawal rates were updated in accordance with the experience study completed in December 2023.
- Assumed retirement age was updated in accordance with the experience study completed in December 2023.
- The form of payment assumption was updated in accordance with the experience study completed in December 2023.